

# THE LABOUR GAZETTE

APRIL 1955  
VOL. LV No. 4

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### AUTOMATION

Effective Use of  
Womanpower

Fatal Accidents,  
4th Quarter, 1954

Number of Workers  
Affected by  
Collective Agreements

Labour Legislation  
in Quebec, 1954-55



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# THE LABOUR GAZETTE

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## manpower and labour relations

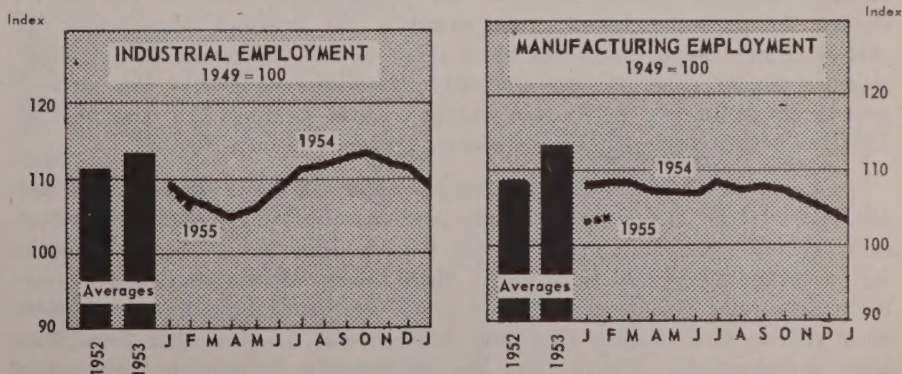
### REVIEW

Economics and Research Branch, Department of Labour, Canada

#### Current Manpower Situation

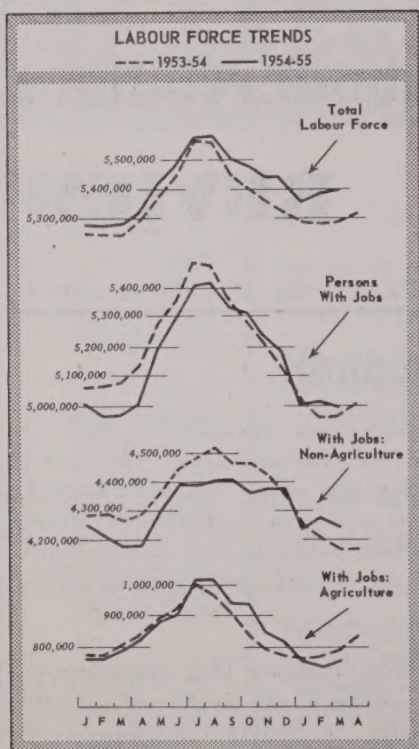
**A**S usual during March, labour requirements declined to their low point and unemployment rose to its seasonal peak. The amount of change in the labour market situation was small compared with the changes of earlier months. Unemployment continued to rise slowly during the first half of the month, reaching a new post-war high at mid-March, but fell steadily in the second half, as the normal spring pick-up gained strength.

Reports received at the end of March indicate that unemployment continued to rise during the first three weeks of the month and then fell steadily but unevenly across the country. In British Columbia, an increasing backlog of orders for lumber strengthened the spring pick-up in employment and a strong upturn was recorded in agriculture in the Prairie Provinces. The rising labour requirements of manufacturing were still evident in Ontario, although the employment increase was not as marked during March as in February. The effect of these gains was offset by the release of workers in Quebec and the Atlantic Provinces. Employment decreases in these regions were largely concentrated in pulpwood logging areas, where hauling operations were coming to a close.



**A Monthly Labour Gazette Feature**





In the March issue, the lines representing persons with jobs in non-agricultural industries for 1953 and for 1954 were inadvertently transposed.

and seeking work in the first quarter of this year had been jobless for more than three months, compared with 26 per cent for the first quarter quarter of 1954.

The labour force and its various components have displayed some notable changes during the past two years (see accompanying chart). During the past four months, for example, the average year-to-year increase in the labour force has been close to 100,000 persons. This high rate of annual increase has partially offset the unusually low rate of growth prevailing in the earlier months of last year. In the first half of 1954 the labour force showed an annual increase of only 35,000.

Other significant changes become apparent when agricultural and non-agricultural employment trends are examined separately. In recent months, the number of persons with jobs in agriculture has once again fallen below year-earlier levels. This return to the earlier post-war trend followed a six-month period in which the farm labour force increased on a year-to-year basis. Non-farm employment, on the other hand, has been substantially higher than the comparable figures in 1954 since January, after being well below year-earlier levels for more than a year.

The year-to-year increase in non-farm employment during the first quarter of 1955 reflects a rising level of output in a variety of industries. Housing construction continued to show substantial gains over last year

The foregoing developments were reflected in the results of the latest labour force survey conducted by the Dominion Bureau of Statistics in the week ended March 19. During that week, the number of persons with jobs was estimated to be 4,999,000, a seasonal drop of some 13,000 from the previous month but a gain of about 30,000 from the same month in 1954.

The increase in employment over the preceding year was still substantially short of the growth in the number of persons participating in the labour force. Consequently, the estimated number of persons without jobs and seeking work (401,000) together with those laid off for a full week (18,000) totalled 419,000, or some 80,000 more than last year.

The year-to-year increase in unemployment indicated by these figures was accompanied by an increase in the length of time unemployed persons have been looking for work. On the average, 31 per cent of all persons without jobs



during the first two months, although activity appeared to slow down in March. Manufacturing output during February showed marked increases in the production of motor vehicles, iron and steel products and wood products. Mineral output also increased over the preceding year, although this comparison is distorted by the strike of metal miners in progress at the beginning of last year.

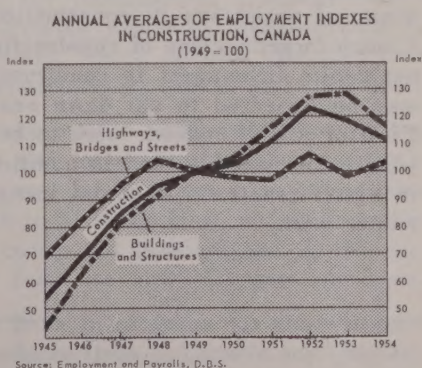
## The Construction Industry

Average annual employment in the construction industry<sup>1</sup> rose steadily from 1945 to 1952 and then fell somewhat in the next two years (see accompanying chart). The latest monthly employment indexes suggest that the decline in total construction employment may be at an end. In the second half of 1954, employment in the construction of buildings and structures still appeared to be falling but in the construction of highways, bridges and streets it was higher than a year before. Consequently, total construction employment was almost the same at the end of 1954 as at the end of 1953.

Tracing employment trends in the two main components of the industry shows that since 1947 employment in building construction rose more quickly than did the total construction figure and reached a peak in 1948. Employment in other types of construction climbed steadily until 1948, declined slightly in 1949 and then continued at a stable level until 1954, interrupted only by a brief spurt in 1952.

Figures on the value of new construction (see table p. 380) show steady growth from 1945 to 1955; the forecast for 1955 is almost seven times as great as actual expenditures in 1945. Residential, non-residential and engineering values all show steady growth, broken here and there by minor reversals. The value of new residential construction fell slightly in 1951 and 1952 compared with 1950; that of non-residential construction showed a minor drop in 1954 compared with the previous year. Engineering construction declined somewhat in 1953 and 1954. In all types of construction, however, the outlook for 1955 is for expenditures greater than in any previous year.

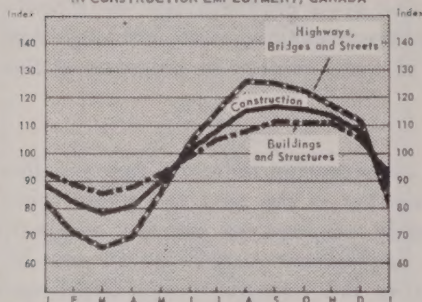
The slight declines in the value of engineering construction in 1953 and 1954 and of non-residential construction in 1954 coincided with the decline in construction employment. However, the strength of residential construction largely offset these declines, so that total expenditures continued to rise. The forecast expenditures for 1955, which are 10 per cent higher than the preliminary estimate of actual expenditures for 1954, support the view that construction employment in 1955 will at least equal that of 1954.



<sup>1</sup> Based on the annual indexes of employment prepared by the Employment and Payrolls Section of Dominion Bureau of Statistics. The indexes are calculated from employment figures supplied by contractors usually employing 15 or more persons. Estimates of total construction employment obtained from the Labour Force Survey show similar movements.



AVERAGE SEASONAL CHANGES\*  
IN CONSTRUCTION EMPLOYMENT, CANADA



\*Plotted data represent average ratios of employment indexes to corresponding 12-month average values.

Value of New Construction  
(millions of dollars)

Year	Total	Building Residential	Other	Engineering
1945	707	286	252	169
1946	1,074	413	356	305
1947	1,424	540	482	402
1948	1,877	668	632	577
1949	2,124	776	707	641
1950	2,366	845	885	636
1951	2,734	821	948	965
1952	3,282	826	1,093	1,363
1953	3,665	1,084	1,252	1,329
1954 <sup>1</sup>	3,694	1,169	1,230	1,295
1955 <sup>2</sup>	4,064	1,283	1,333	1,448

<sup>1</sup>Preliminary

<sup>2</sup>Forecast

Source: Dominion Bureau of Statistics.

## Seasonal Variations

Employment in the construction industry has always been subject to wide seasonal variations. The amplitude of seasonal employment variations declined during the Second World War, increased from 1945 to 1948 and became fairly steady in the years 1948-54. Seasonal employment variations in the construction of highways, bridges and streets are, on the average, more than double those in the construction of buildings and structures (see accompanying chart). This difference may be traced directly to the circumstances under which construction is carried out in these two divisions of the construction industry. A considerable part of the work in construction of buildings and structures is carried on under cover and therefore can be done in the winter; on the other hand, highways and streets are exposed to the elements the year round and snow and cold weather are necessarily a greater hindrance to their construction than to the construction of buildings.

Seasonal variations in construction employment are greatest in the Prairie and Maritime provinces and smallest in Ontario. These differences are probably the result of two factors: climate and the degree of mechanization. Ontario and Quebec, which generally speaking have a more severe climate than the Maritime Provinces, experience smaller seasonal variations in construction employment. They have, moreover, a much larger volume of construction and hence probably have a greater per capita investment in construction equipment. Mechanical equipment may be expected to cut down seasonality in construction employment. First of all, it enables work to be done in the winter that would otherwise be impossible, and in addition the cost of keeping equipment idle in winter creates a financial incentive for contractors to try to do more winter work.



# Labour-Management Relations

**A**T mid-April, collective bargaining was in progress in a number of industries throughout the country, including logging, pulp and paper, automobile manufacturing, mining, construction and aircraft. At the same time it was announced that strike activity during March 1955 reached the lowest point since April 1951 in terms of time lost. In the first three months of 1955, the numbers of workers idle and of man-days lost through stoppages were comparable to the totals for the first quarter of last year.

## Guaranteed Employment Plan Formally Demanded

The United Automobile Workers (CIO-CCL) recently included a demand for a guaranteed annual wage in contract negotiations with General Motors of Canada, Limited, at Oshawa, Ont. The UAW served the same demand on General Motors in the United States.

## Current Settlements and Negotiations

**Grain Elevators**—Following a brief strike at mid-month, a settlement was reported between the Lakehead Terminal Operators Association and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC). The agreement, which concluded negotiations begun in late 1953, was reached with the help of a mediator appointed by the federal Minister of Labour. The terms of settlement include a 3-year contract running from January 1, 1954, to December 31, 1956, two additional paid statutory holidays for a total of eight days, a contributory health and welfare plan and a 12-cents-per-hour wage increase distributed as follows: 5 cents retroactive to January 1, 1954, 3 cents retroactive to October 1, 1954, 2 cents retroactive to January 1, 1955, and 2 cents effective January 1, 1956.

**Stevedoring**—A collective agreement was reached between the Shipping Federation of British Columbia and the International Longshoremen's and Warehousemen's Union (CCL) covering deep-sea longshoremen on the West Coast. Under the new contract, which became effective last March 1, the basic wage rate was increased by 8 cents to \$2.19 per hour.

Longshoremen in Montreal also approved a settlement between the Shipping Federation of Canada and the International Longshoremen's Association (TLC). Included in the new contract are a 5-cent-an-hour wage increase, bringing the basic rate to \$1.83 an hour, and an increase of 3 cents in the vacation, social security and pension fund. Total contributions by the employers to the fund are now 15 cents per hour.

**Rubber Products**—Negotiations have been in progress for some months between unions and several rubber products firms in Ontario and Quebec. In Ontario, workers covered by these negotiations are represented by the United Rubber, Cork, Linoleum and Plastic Workers (CIO-CCL); in Quebec, by directly chartered locals of the Trades and Labour Congress.

Negotiations in Ontario so far have resulted in several settlements reported to include a 4-cent-per-hour increase in wage rates and other



benefits (L.G., Mar., p. 250). Recent agreements reached by the union cover two Hamilton plants of Firestone Tire and Rubber Company and the Bowmanville plant of the Goodyear Tire and Rubber Company. The dispute between the union and the Goodyear Tire and Rubber Co. of Canada, Limited, at New Toronto is being referred to conciliation. The union is still engaged in direct negotiations with a number of other companies in Ontario. No settlement had been reported by mid-April in the negotiations in progress in the province of Quebec.

**Shipbuilding**—An agreement was reached between a group of AFL-TLC unions and the Victoria Machinery Depot Co., Limited, and Yarrows Limited, in Victoria, B.C. Under the terms of the two-year agreement, employees received a wage increase of 2½ cents per hour, to be followed by a similar increase after the first year.

The strike by electrical workers at the Burrard Shipyard in North Vancouver which began in January (L.G., Feb., p. 130) had not terminated at the time of writing. The other tradesmen involved, however, have returned to work under terms similar to those mentioned in this section.

In Quebec, shipyard workers represented by the National Metal Trades Federation (CCL) submitted their disputes with shipbuilding firms at Lauzon and Sorel to a conciliation board and are awaiting the board's report.

**Pulp and Paper**—Contract negotiations throughout the country, in both the newsprint and the fine paper groups, are scheduled to begin soon. The employees in both industrial groups are represented by AFL-TLC unions, except in Quebec, where the National Federation of Pulp and Paper Workers (CCCL) holds some contracts. Union and management demands have not yet been made public. It has been reported, however, that some firms which used to bargain jointly will ask for single company bargaining and that operators in some regions will ask that operations be put on a 7-day week basis.

A new agreement was reached between the Canadian International Paper Co. and three subsidiary companies with plants in Ontario, Quebec and New Brunswick and a group of unions representing some 5,500 workers. The terms of settlement were reported to include a 5-per-cent increase in wage rates, increased shift differentials, sick leave with pay and company contributions to the health plan.

**Construction**—At mid-April negotiations covering construction trades in several cities including Vancouver, Toronto, and Montreal were in progress or due to begin. Wage increases and other benefits are sought by AFL-TLC unions and, in Quebec, by CCCL-affiliated syndicates also.

A collective agreement was reached recently between 16 AFL-TLC unions and contractors for the St. Lawrence seaway. Wage rates and other working conditions on the project were reported to have been based on those in effect for construction trades in Toronto. Recent settlements in the construction industry include a wage increase of 15 cents and an increase in vacation pay from 2 to 4 per cent of earnings to carpenters in Winnipeg and a wage increase of 10 cents to electrical workers in Calgary.



The contract dispute between the Montreal Builders Exchange and the AFL-TLC and CCCL unions has been referred to a conciliation board. Wage rate increases and vacation pay of 4 instead of 2 per cent were included in the unions' demands.

**Logging and Sawmills**—Negotiations are in progress between Forest Industrial Relations and the International Woodworkers of America (CIO-CCL) representing more than 30,000 woodworkers on the coast of British Columbia. The union is seeking a 10-cent-an-hour wage increase and other benefits. The contract covering woodworkers in the interior runs until next year.

**Mining**—Contract negotiations are in progress between the United Steelworkers of America (CIO-CCL) and the management of Noranda Mines Limited and four other smaller mines in northwestern Quebec. The union's demands at the five mines include voluntary revocable check-off, shorter hours and a wage increase of from 10 to 15 cents per hour. The dispute has been referred to a conciliation officer. The union is also negotiating over similar demands at several gold mines in northern Ontario.

Negotiations are scheduled to get under way soon between the International Union of Mine, Mill and Smelter Workers (indep.) and the International Nickel Co. of Canada, Limited, at Sudbury, Ont. and the Consolidated Mining & Smelting Co. of Canada at Trail, B.C. The two agreements cover nearly 25,000 workers. The union is reported to be demanding a wage increase of 10 cents per hour and other benefits.

**Aircraft**—No settlement has been reached in the contract negotiations between the International Association of Machinists (AFL-TLC) and A.V. Roe Aircraft Limited and Orenda Engines Limited at Malton, Ont. A single contract for the two plants, wage increases and other contract changes appear to constitute the main issues in the dispute. A sizeable layoff of employees caused by a reduction of orders for aircraft occurred recently.

**Railways**—A conciliation board reported on the dispute between the Canadian National Railways, all regions, and the Brotherhood of Locomotive Firemen and Enginemen (indep.) representing some 7,000 railway workers. A union demand for an increase of \$1.35 in daily rates was turned down by the board, which recommended the adoption of a wage formula for the establishment of the 5-day week applicable to yard, hostling and other hourly-rated services and changes in paid vacation provisions.

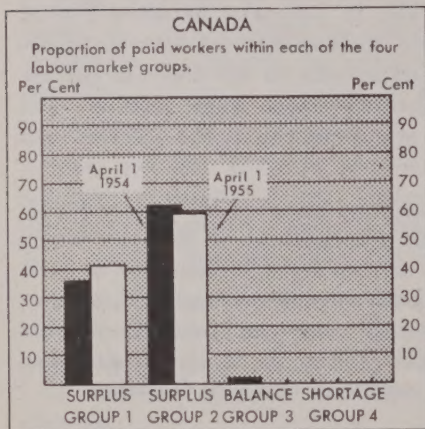
**Civic Workers**—A conciliation board recommended a wage increase of 1.5 per cent for 1,500 outside workers of the city of Vancouver. Contract negotiations between the city and civic worker unions representing inside workers, firefighters and policemen are also in progress. In Toronto, wage increases of 15 and 8 per cent have been requested by outside and inside workers' unions respectively.

## **Work Stoppages**

Preliminary figures for March 1955 show a total of 11 work stoppages in existence, affecting 1,956 workers, with a time loss of 13,971 man-days. During February, there were 11 work stoppages involving 2,587 workers and a time loss of 20,055 man-days. In March 1954, the totals were: 18 stoppages, 1,799 workers involved and 14,625 man-days lost.



# Manpower Situation in Local Areas



**U**NEMPLOYMENT was still rising slowly in most sections of Quebec and the Maritime Provinces at the end of March. In other parts of the country the period of winter inactivity had been passed and increasing numbers of workers were being absorbed into manufacturing and outdoor operations. For the country as a whole, the employment and unemployment situation at the end of the month was much the same as at the beginning.

Changes in the level of local unemployment were generally quite small, justifying reclassification in

only ten areas during the month. Five areas were reclassified from the moderate to the substantial surplus category and five from the substantial to the moderate surplus category leaving the totals unchanged. Three-fifths of the total number of areas surveyed, representing two-fifths of all wage-earners, were classified in the substantial labour surplus category at April 1. This compares with about one-half of all areas, representing just over one-third of all wage-earners in the same category a year earlier.

An upturn in manufacturing accounted for the improved labour market situation in the largest areas to be reclassified. The labour surplus in Montreal was reduced by the recall of workers to firms manufacturing shoes and clothing. Similarly, the rising production of motor vehicles and parts accounted for the upward reclassification of Windsor and the Niagara Peninsula. The changes in other smaller areas were largely influenced by the level of logging operations.

Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Apr. 1 1955	Apr. 1 1954	Apr. 1 1955	Apr. 1 1954	Apr. 1 1955	Apr. 1 1954	Apr. 1 1955	Apr. 1 1954
Metropolitan	5	5	6	6	—	—	—	—
Major Industrial	16	12	11	15	—	—	—	—
Major Agricultural	7	3	7	10	—	1	—	—
Minor	37	34	20	20	—	3	—	—
Total	65	54	44	51	—	4	—	—

\*See inside back cover, *Labour Gazette*.



# CLASSIFICATION OF LABOUR MARKET AREAS

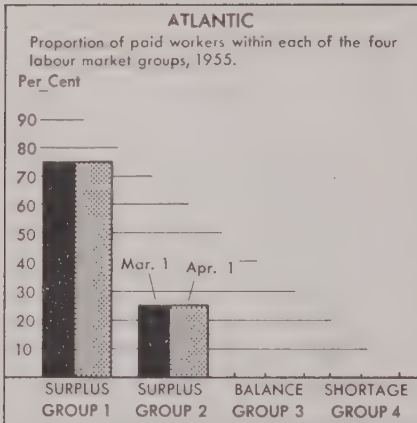
## April 1, 1955

LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Hamilton Quebec - Lévis St. John's Vancouver - New Westminster Winnipeg	Calgary Edmonton → MONTREAL Ottawa - Hull Toronto → WINDSOR	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Comer Brook Cornwall Fort William - Port Arthur Framham - Granby Joliette Lac St. Jean Moncton New Glasgow Peterborough Rayn - Val d'Or Sarnia Shawinigan Falls SHERBROOKE ← Sydney TIMMINS - KIRKLAND LAKE ← Trois Rivières	Brantford Guelph Halifax Kingston Kitchener London → NIAGARA PENINSULA Oshawa Saint John Sudbury Victoria	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	Charlottetown Chatham Lethbridge Prince Albert Rivière du Loup Therford - Magentic - St. Georges Yorkton	Barrie Brandon Moose Jaw North Battleford Red Deer Regina Saskatoon	
<b>MINOR AREAS</b> (labour force 10,000 - 25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Dauphin DRUMHELLER ← Drummondville Edmundston Fredericton Gaspé Grand Falls Kamloops Kentville Lachute - Ste. Thérèse LINDSAY ← Medicine Hat Montmagny North Bay Newcastle Okanagan Valley Owen Sound PEMBROKE ← Portage la Prairie Quebec North Shore Rimouski Sault Ste. Marie Sorel Ste. Agathe - St. Jerôme St. Stephen Summerside Valleyfield Victoriaville Woodstock, N.B. Yarmouth	→ BELLEVILLE - TRENTON Brampton Cranbrook Dawson Creek Galt Goderich Listowel Prince George Prince Rupert Simcoe St. Hyacinthe St. Jean Stratford St. Thomas Swift Current → TRAIL - NELSON Turo Winkerton Weyburn Woodstock - Ingersoll	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



## ATLANTIC



EMPLOYMENT again declined in the Atlantic region during March as hauling operations were completed in the logging industry. Sawmills, lumber yards and trucking establishments also released workers in the second half of the month as a result of temporary weight restrictions being imposed on provincial highway traffic. The estimated number of persons with jobs at March 19 was 432,000, a decline of 6,000 from a month earlier but an increase of 10,000 from a year earlier. Since seasonal additions to the labour force were taking place during the

month, the increase in unemployment was somewhat larger than the decline in employment. Similarly, a year-to-year comparison shows a slight rise in unemployment despite the higher number employed this year.

While total employment was higher in March than a year ago, manufacturing employment continued to lag behind last year. The transportation equipment and iron and steel industries have been chiefly responsible for the downward trend in total manufacturing employment. Lack of orders for railway freight cars and reduced demands for primary iron and steel products were the leading reasons for the downturn in employment in the two major industrial groups. Falling employment in iron and steel and transportation equipment had the most marked effects in the Sydney and New Glasgow labour markets because of the concentration of these industries in these areas. Newfoundland was the only province of the region in which manufacturing employment as a whole was maintained at a higher level this year than last. Pulp and paper and food and beverages, the principal manufacturing industries in this province, showed more buoyancy in the early months of 1955 than in the same months last year, a record level of employment being reached in the pulp and paper industry.

In non-manufacturing, almost all industries recorded year-to-year increases in employment during March. Logging, although falling off rapidly in the last half of the month, recorded the most notable increase over a year ago.

While unemployment increased again in March, the classification of all 21 areas in the region remained the same at April 1 as a month earlier: three in the moderate and 28 in the substantial labour surplus category. A year earlier, two areas were in the moderate and 19 were in the substantial labour surplus category.

### Local Area Developments

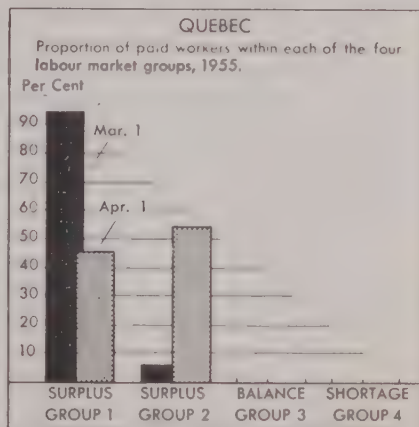
**St. John's** (metropolitan). Remained in Group 1. Employment and unemployment changed very little during the month. Hauling operations proceeded without difficulty as a result of continuing cold weather. Activity



in the construction industry had not developed to any extent but seal fishing got under way, providing employment for approximately 400 workers. Total employment continued at a higher level than last year.

## QUEBEC

EMPLOYMENT in the Quebec region continued its seasonal decline well into March. Logging activities were reduced to a minimum with the completion of hauling operations, and seasonal activities in agriculture, transportation and construction were still held back by cold weather and frost. Moreover, labour requirements in manufacturing showed no appreciable change, employment increases being largely confined to the recall of workers laid off earlier in the season. The number of persons with jobs in Quebec at March 19, 1955, was estimated at 1,384,000, a decline of 23,000 from February and of 17,000 from a year earlier.



A sharp year-to-year decline in the number of agricultural workers continued to account for the lower employment levels in Quebec this year compared with last. The drop in farm employment, evident since December, has resulted mainly from the greater number of farmers and farmers' sons who left agriculture this winter for employment in the woods. Many of these men still had not returned to farming at March 19, when the number of persons with jobs in agriculture was estimated at 172,000 compared with 212,000 a year before.

Labour market classifications in total showed no change during March, although two areas shifted positions. The Montreal local office area moved from the substantial to the moderate surplus category, while Sherbrooke moved from moderate to substantial surplus. At the beginning of April, three of the 24 areas in the region were still in the moderate and 21 in the substantial labour surplus category. A year before, five were in the moderate and 19 in the substantial labour surplus classification.

### Local Area Developments

**Montreal** (metropolitan). Reclassified from Group 1 to Group 2. Work on the heavy construction program scheduled for this summer was gradually getting under way. Employment also increased in the clothing industry as activities neared the seasonal peak in production; little change was evident in other manufacturing industries. Unemployment continued at a higher level than in the same period in 1954.

**Quebec-Levis** (metropolitan). Remained in Group 1. Unemployment increased slightly during March as woodsmen returned temporarily to the labour market before the start of the spring river drive. Requirements

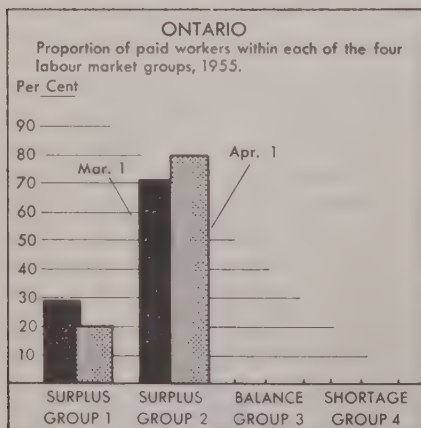
for workers in consumer goods industries increased slightly although employment in these industries remained well below that of the previous year.

**Sherbrooke** (major industrial). Reclassified from Group 2 to Group 1. Although primary textile firms reported continuing high levels of employment, labour demand in clothing firms, particularly hosiery, was still weak. Unemployment remained relatively heavy among carpenters, painters and other construction workers.

**Trois Rivières** (major industrial). Remained in Group 1. Relatively large numbers of loggers and construction workers were still registered for employment at the end of March. Unemployment levels throughout the area continued above those of the previous year, although some industries such as textiles showed some improvement.

**Drummondville** (minor). Remained in Group 1. Labour surpluses throughout the winter have been smaller than last year, largely reflecting increased activities in the textile industry. The seasonal peak in unemployment was passed in February.

## ONTARIO



LITTLE over-all change occurred in the employment situation in Ontario during March, although the gradual upturn in manufacturing that began in February continued. The number of persons working full time increased by about 18,000 but this increase consisted largely of persons previously on short-time or temporary layoff. The total number with jobs remained virtually unchanged at 1,887,000, a figure about 16,000 higher than a year earlier. For the first time since last April, a year-to-year increase occurred in the number with jobs in the non-

agricultural industries. Unemployment levels changed very little during the month and were still slightly higher than in 1954.

The early spring upturn in employment, already evident in the region in February, slowed down with the bad weather in March. The beginning of much construction work was delayed and further small reductions occurred in woods operations; hauling was not expected to begin again until the end of April. Some strengthening occurred in the automobile, clothing, iron and steel and some electrical apparatus manufacturing industries and there was also some pick-up in shipbuilding and repairing in preparation for the opening of navigation. On the other hand, employment decreased in tobacco processing as the industry approached the end of its season and signs of slackening appeared in agricultural implement, radio and television set and upholstered furniture manufacturing.



These small employment changes during the month resulted in the reclassification of six labour market areas. Windsor, Niagara Peninsula, and Belleville-Trenton moved from the substantial to the moderate surplus category, while Timmins-Kirkland Lake, Lindsay and Pembroke did the reverse. At the beginning of April, 12 of the 34 areas in the region were still in the substantial surplus category and 22 were in the moderate surplus category, compared with seven in the substantial surplus, 25 in the moderate surplus category and two in balance a year earlier.

### Local Area Developments

**Hamilton** (metropolitan). Remained in Group 1. Employment in most industries in the area showed a gradual increase. By the end of March some shortages were developing for machinists, toolmakers, sheet metal workers and electricians but all requirements were being met. Construction starts were slowed down by storms at the end of the month but were expected to increase early in April.

**Ottawa-Hull** (metropolitan). Remained in Group 2. No change occurred in the employment situation during March since bad weather brought all outdoor activity (other than snow removal) to a halt and delayed the beginning of new construction jobs by two or three weeks.

**Toronto** (metropolitan). Remained in Group 2. The spring upturn was slow although housing starts in the area were slightly higher during the first months of this year than in the same period in 1954. Manufacturing of radio and television sets slowed down but production of clothing and boots and shoes for the spring market was gradually increasing.

**Windsor** (metropolitan). Reclassified from Group 1 to Group 2. The gradual increase in automobile production reduced labour surpluses but construction was very slow this year and unemployment levels were still considerably higher than they were a year ago.

**Niagara Peninsula** (major industrial). Reclassified from Group 1 to Group 2. Increased production in the automobile supplier plants and in some of the iron and steel products industries reduced surpluses in the area.

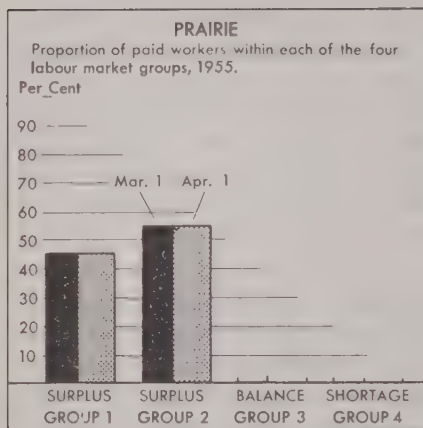
**Timmins-Kirkland Lake** (major industrial). Reclassified from Group 2 to Group 1. Further small reductions in log cutting and hauling increased the labour supply during the month.

**Belleville-Trenton** (minor). Reclassified from Group 1 to Group 2.

**Lindsay and Pembroke** (minor). Reclassified from Group 2 to Group 1.

### PRAIRIE

EMPLOYMENT in the Prairie region increased during March from the winter low point reached in early February. The seasonal upswing in non-farm activities was delayed by severe cold but placements of farm workers increased steadily throughout the month. Unemployment showed some corresponding reduction, although the decline did not match the gain in employment because of a seasonal increase in the labour force. The estimated number of persons with jobs at March 19 was 882,000, an increase of 11,000 from a month earlier and 8,000 from a year earlier.



Only one area, Drumheller, was reclassified during the month—from the moderate to the substantial labour surplus category. At the beginning of April, 11 of the 20 areas in the region were in the moderate and nine were in the substantial labour surplus category. A year earlier, two areas were in balance, 15 were in the moderate and three in the substantial labour surplus category.

#### Local Area Developments

**Calgary** (metropolitan). Remained in Group 2. Labour requirements were increasing in construction

and wholesale and retail trade but layoffs occurred in some manufacturing lines. Meanwhile, the labour force increased because of a steady influx of workers from other areas. The net result was an increase in employment, unemployment remaining relatively unchanged. Construction activity increased despite the continuance of extremely cold weather during most of the month but employment was intermittent in the industry because of the weather conditions. Labour surpluses persisted in almost all occupations in the area, the exceptions being stenographic and clerical help.

**Edmonton** (metropolitan). Remained in Group 2. Employment changed very little during the month as labour requirements for the construction industry had not increased to any extent. All major industries in the area showed improvement over a year earlier but since the year-to-year increase in the labour force had been large, unemployment was also greater than last year.

**Winnipeg** (metropolitan). Remained in Group 1. The seasonal low point in employment was reached in February and there was little pick-up in March. Some staff reductions occurred in packing houses and transportation but a correspondingly small increase occurred in other industries. The volume of construction work in progress during the month was notably higher than a year ago. Similarly, the value of contracts awarded in the first two months of 1955 was substantially greater than in the same period last year, indicating that demands for construction labour will be heavy in the summer season.

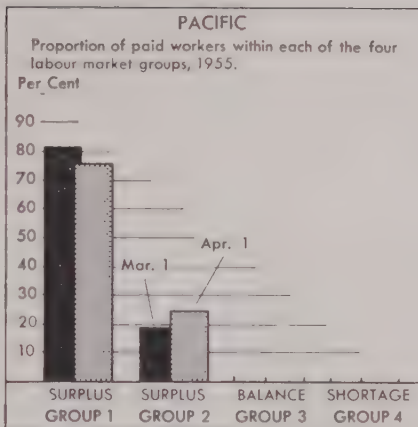
**Drumheller** (minor). Reclassified from Group 2 to Group 1. Unemployment increased principally as a result of layoffs in coal mining.

### PACIFIC

**EMPLOYMENT** in the Pacific region increased only slightly during March but reached a level significantly higher than in March 1954. Logging was curtailed in several areas mainly because of heavy snowfalls but also because of the spring break-up and resulting road re-



strictions. Sawmills in some areas continued to operate at capacity; in others, production was hampered by adverse weather conditions. Construction and manufacturing were somewhat busier than in February. Wholesale and retail trade were at normal levels for this time of year. Agricultural activity increased seasonally. In the week ending March 19, 414,000 persons were estimated to have jobs, 4,000 more than in February, and 12,000 more than in March 1954.



Although unfavourable weather greatly reduced logging activity for most of March, there was considerable improvement by the end of the month. Export lumber markets continued to be strong and lumber sales in Prairie markets were increasing. Shingle and plywood mills were busy and pulp and paper mills were operating at capacity. In manufacturing, machine shops were busier and heavy steel manufacturers had a substantial volume of work.

During the month, only one labour market area was reclassified, from the substantial labour surplus to the moderate labour surplus category. At the beginning of April, five of the ten local labour market areas were in the substantial and five were in the moderate labour surplus category. At the corresponding date in 1954, six areas were in the substantial and four were in the moderate labour surplus category.

#### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 1. A moderate gain in employment occurred. Forest operations were greatly reduced as a result of heavy snowfalls, with a consequent decrease in log inventories. Log supplies, however, are still adequate, although a high level of lumber production was maintained during the month. Employment increased in some sectors of manufacturing, notably in heavy steel manufacturing and in machine shops. The volume of construction under way is fairly heavy and is expected to be higher than in 1954. Building permits for the first two months of this year were substantially higher than last year.

**Victoria** (major industrial). Remained in Group 2. The employment situation was considerably better than a year earlier although most of the larger logging operations were suspended for the greater part of the month because of heavy snowfalls. Sawmills were producing at capacity and no surplus of sawmill labour exists. Construction activity was slowed down by cold weather early in the month but picked up later.

**Trail-Nelson** (minor). Moved from Group 1 to Group 2. The small increase in employment is attributable to minor improvements in several industries.

# Current Labour Statistics

(Latest available statistics as of April 11, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<b>Manpower</b>				
Total civilian labour force (a).....	Mar. 19	5,400,000	+ 0.2	+ 2.1
Persons with jobs .....	Mar. 19	4,999,000	- 0.3	+ 0.6
At work 35 hours or more .....	Mar. 19	4,484,000	0.0	- 0.5
At work less than 35 hours.....	Mar. 19	391,000	- 2.0	+11.7
On short time .....	Mar. 19	47,000	0.0	-24.2
Usually work less than 35 hours.....	Mar. 19	226,000	- 2.6	+15.9
Other reasons.....	Mar. 19	118,000	- 1.7	+26.9
With jobs but not at work .....	Mar. 19	124,000	- 3.1	+ 8.8
Laid off full week .....	Mar. 19	18,000	-21.7	-14.3
Other reasons .....	Mar. 19	106,000	+ 1.0	+14.0
Paid workers .....	Mar. 19	3,826,000	- 0.5	+ 2.0
In agriculture .....	Mar. 19	82,000	+ 2.5	- 5.8
Non-agricultural .....	Mar. 19	3,744,000	- 0.6	+ 2.2
Persons without jobs and seeking work..	Mar. 19	401,000	+ 5.8	+24.9
<b>Registered for work, NES (b)</b>				
Atlantic .....	Mar. 17	84,455	+ 5.6	+ 4.4
Quebec .....	Mar. 17	217,542	+ 8.4	+ 9.3
Ontario .....	Mar. 17	175,366	- 2.4	+14.3
Prairie .....	Mar. 17	95,232	+ 4.8	+24.4
Pacific .....	Mar. 17	60,318	- 2.9	+ 0.7
Total, all regions.....	Mar. 17	632,913	+ 3.2	+11.1
<b>Claims for U.I. Benefit</b>				
Ordinary .....	Mar. 1	447,756	- 2.6	+ 3.6
Supplementary .....	Mar. 1	130,830	+56.5	+62.7
Amount of Benefit Payments .....	February	\$34,897,486	+23.0	+17.6
Industrial employment (1949=100) .....	Feb. 1	105.8	- 3.0	- 1.1
Manufacturing employment (1949=100).....	Feb. 1	103.6	+ 0.4	- 4.3
Immigration .....	December	7,454	-14.0	- 8.7(c)
<b>Industrial Relations</b>				
Strikes and lockouts - days lost .....	March	13,971	-	+12.6(c)
No. of workers involved .....	March	1,956	-	+ 2.9(c)
No. of strikes .....	March	11	-	-41.3(c)
<b>Earnings and Income</b>				
Average weekly wages and salaries .....	Jan. 1	\$58.55	- 1.8	+ 3.5
Average hourly earnings (mfg.) .....	Jan. 1	\$ 1.43	+ 1.1	+ 1.7
Average hours worked per week (mfg.) .....	Jan. 1	41.3	+ 0.2	+ 0.7
Average weekly earnings (mfg.) .....	Jan. 1	\$58.98	+ 1.4	+ 2.5
Consumer price index (av. 1949=100) .....	Mar. 1	116.0	- 0.3	+ 0.4
Real weekly earnings (mfg. av. 1949=100) .....	Jan. 1	121.5	+ 1.6	+ 1.8
Total labour income..... \$000,000	January	984	- 4.0	+ 4.1
<b>Industrial Production</b>				
Total (average 1935-39=100).....	January	238.5	- 0.6	+ 4.1
Manufacturing .....	January	241.7	- 0.6	+ 0.6
Durables .....	January	293.3	+ 0.8	- 2.1
Non-Durables .....	January	208.8	- 1.8	+ 3.4

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.



# Notes of Current Interest

## **TLC and CCL Agree on Principles of Merger**

A major step towards the union of the Trades and Labour Congress of Canada and the Canadian Congress of Labour was taken March 9 in Ottawa when leading officials of the two organizations adopted a set of basic principles for a merged federation. CCL Secretary-Treasurer Donald MacDonald, speaking for the eight-man unity committee, announced that the group had "made exceptional progress towards our goal of a merger".

At the same time as the merger principles were endorsed, the committee announced the appointment of H. Carl Goldenberg, OBE, QC, of Montreal, as impartial arbitrator in jurisdictional disputes between the TLC and the CCL. Mr. Goldenberg will arbitrate any jurisdictional conflicts arising out of the no-raiding agreement of November 8, 1954, between the two organizations. Affiliated unions of the two labour bodies are being invited to subscribe to this agreement on a voluntary basis.

The merger principles, which will have to be approved by the governing officials of both organizations and at the annual conventions of both labour bodies, are as follows:—

The new congress will include as equals all union organizations now in either body and other legitimate groups that may wish to join.

The new congress shall be dedicated "to the principle of promoting and advocating the best interests of its membership in the economical, social, and legislative fields".

The objective will be the creation of a centre which will eventually unify all sections of *bona fide* organized labour in Canada.

The principles of both industrial and craft concepts of organization are recognized as equally necessary.

Affiliates of the new congress will be encouraged to settle any difference which may arise "by voluntary agreement in consultation with the officers and officials of

the new Congress; by mutual agreement between themselves; or by such other means as will resolve the issues amicably and intelligently".

Constitutional provision will be made to assure the right of all workers, regardless of race, colour, creed, or national origin, to share fully in the benefits of trade union organization.

Effective machinery will be established to combat discrimination and promote a constructive program on human rights.

Every legitimate means will be taken to protect the Canadian labour movement from corruption and dishonesty.

The new congress will affirm its adherence to the principles of democracy and its abhorrence to totalitarianism in any form, including Communism and Fascism. This principle provides that "no organization which, in the view of the new Congress, subscribes to, or supports, totalitarianism, shall be eligible for affiliation".

Initially, the regional and departmental structures and employees, including those engaged in administration, will be retained. Later, the two structures will be integrated into one organization.

Provincial Federations and Labour Councils will amalgamate as soon as practicable following the merger.

Every effort will be made to bring about the attainment of these "mutually desired" objectives as rapidly as circumstances will permit.

According to the program established by the unity committee, five steps have been provided for the establishment of the new labour group: They are:—

Submission of a statement of principles to the executive councils of both congresses.

Drafting of a constitution for the new congress.

Submission of the proposed constitution to the executive councils.

Submission of the constitution to the national conventions of both labour bodies. (The TLC convention opens May 30 at Windsor, Ont., the CCL convention on October 10 at Toronto.)

Convoking a founding convention for the new congress.

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## **CCCL Advised to Withhold Comments on Merger**

In connection with labour unity in Canada and its possible repercussions, the General President of the CCCL has warned CCCL members to withhold comment until the federation's next convention has decided on the CCCL stand.

Gérard Picard last month issued an official statement so that "stories, rumours and contradictory comments may not become too frequent within our movement or outside of it".

His statement reads as follows:

The future of the CCCL has become a subject of great interest as a result of the publication, during the last few weeks, of news despatches announcing that the organic fusion of the main labour organizations in the United States has been practically decided upon and that the organic fusion of the two most representative labour organizations in Canada (the Trades and Labour Congress and the Canadian Congress of Labour) is making rapid progress.

News of such importance is likely to arouse comment within and without trade-union circles, and it is to be expected in particular that members of the CCCL will be asked to express their opinion.

We must all bear in mind, however, that the convention of the CCCL is the supreme authority within our movement, and that it will be up to the convention to make whatever decision it may deem advisable when the proper time comes.

Our next convention will be held at Quebec in September, and it is of the utmost importance that every member be prepared to discuss the situation objectively. Until that time, it would be advisable and in the interests of the movement in general that there be no public discussion between affiliated organizations or with other organizations.

The CCCL has not received any invitation to date to join the Canadian labour organizations which are planning amalgamation; neither has it been kept informed of their discussions. All the information we have at present is derived from the reports and comments published in the newspapers.

The CCCL has a little more than 100,000 members in 460 syndicates. Almost all of these members are in the province of Quebec.

### **UMW's McMaster Ousted, Takes Members to SIU**

A sudden merger of two of Canada's maritime unions last month brought most of the country's inland and deep-sea sailors into one organization. The amalgamation followed the expulsion by his parent union of the leader of one of the merging groups.

On March 17, Capt. H. N. McMaster, President of the Montreal local of the mariners' division of the United Mine Workers of America, was expelled for alleged failure to extend the union's constitutional rights to members. The local's charter was lifted at the same time.

The same day Capt. McMaster met with Hal Banks, Canadian Director of the Seafarers' International Union of North America (AL-TLC), and promised to bring

his membership into the SIU. The next day it was announced that Capt. McMaster had been named advisory consultant on the policy committee of the SIU.

Capt. McMaster's expulsion from the UMW was announced by Irving A. Desroches, Regional Director, who accused him of charging exorbitant dues and initiation fees and of levying assessments on the members without authority. He added that Capt. McMaster had held no union meetings in the last four years and had failed to negotiate collective agreements in the presence of a committee which should have been elected for the purpose.

The National Seamen's Association of Canada, headed by Capt. McMaster, affiliated with the United Mine Workers of America four years ago (L.G., 1951, p. 1618). The Association, which at that time was an affiliate of the National Maritime Federation, had been refused affiliation by the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., 1951, p. 1339).

With the addition of the UMW seamen, the Seafarers' International Union now has a membership of about 7,000. The SIU's Canadian district was formed four years ago to replace the Canadian Seamen's Union, which the Canada Labour Relations Board had ruled was not a "trade union" or "union" within the definition of the Industrial Relations and Disputes Investigation Act (L.G., 1951, p. 191). The Board's decertification order was subsequently upheld by a decision of the High Court of Justice of Ontario (L.G., 1951, p. 697).

### **Two Unions Endorse AFL-CIO Merger Plan**

According to press reports, two international unions have signed the AFL-CIO merger agreement (L.G., March, p. 277) and another, which previously had refused to do so, has signed the no-raiding agreement drafted by the two federations last year.

Early last month the Upholsterers' International Union (AFL) and the United Auto Workers (CIO) announced that they had ratified the merger agreement. On the same day the United Steelworkers of America (CIO) announced that they would sign the no-raiding agreement.

In announcing his executive board's decision, Steelworkers' President David J. McDonald said his union hopes to work out an amalgamation with the AFL Aluminum Workers. The Steelworkers have about 20,000 members in aluminum plants, the AFL union about 15,000.



## **CIO Oil Workers Merge With CIO Chemical Union**

A new union, the International Union of Oil, Chemical and Atomic Workers (CIO), came into being on March 4 with the merger of the Oil Workers International Union (CIO) and the United Gas, Coke and Chemical Workers of America (CIO).

O. A. Knight, the Oil Workers' President since 1940, and T. M. McCormick, the Oil Workers' Secretary-Treasurer, were elected to the same posts in the new union. The four Vice-presidents of the new union are: B. J. Schafer, OWIU Vice-president; Elwood D. Swisher, President of the old chemical workers union; and Joseph Applebaum and Jack Curran, former district directors of the chemical union.

Organizing jurisdiction will cover the "atomic, petroleum, gas, chemical, and allied, related and similar industries in the United States and Canada". A membership of 1,000,000 is the union's goal, which they hope to achieve by further mergers and organizing efforts in areas where membership is thin. President Knight views a merger with the AFL International Chemical Workers' union as likely in the near future.

An international executive board of 16 members, 16 alternate board members and 16 district directors (15 districts in the United States and one in Canada) have been selected. Nine oil union delegates were elected to the international executive board; seven OWIU men were chosen alternate members and eight were appointed as district directors. The rest of the international board and board alternates were drawn from the chemical union.

The headquarters of the old oil workers union at Denver will serve the new OCAWIU.

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## **NES Completes Plan to Recruit Seaway Labour**

Comprehensive plans to help contractors engaged on the St. Lawrence Seaway and Power Project to obtain the best available applicants to meet their manpower requirements have been prepared by the Unemployment Insurance Commission. Under the program, a St. Lawrence Central Employment Bureau will be established to inventory manpower resources after local National Employment Service offices have called in all job-seekers for re-interview.

Arrangements concluded with the Ontario Hydro Electric Power Commission and the St. Lawrence Seaway Authority provide for

recruitment through the NES of the labour requirements of both these organizations which are engaged in the Seaway development. The Cornwall local office of the NES, which is centrally located in relation to the works now commencing or at present under construction, will be the office of origin for the labour supply.

Under the scheme, local offices of the NES will be informed of occupations that will be engaged on the project in order that they may provide the Cornwall centre with information on the number, qualifications and continued availability of workers in these categories who are ready to accept employment on the project. As labour demand develops, the Cornwall office will be in a position to request the despatch of workers as required.

National Employment Service offices are being requested to discourage uncontrolled movements of workers into the area as far as it is possible for them to do so. In order to facilitate an orderly movement, information bulletins will be issued from time to time on the labour needs on the project.

The present working force will increase to a maximum of between 4,000 and 5,000 in 1956 and 1957, according to the Hon. George H. Challies, First Vice-Chairman of Ontario Hydro.

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## **Vocational Guidance Films Now Available from NFB**

A new series of filmstrips about Canadian occupations, sponsored by the Department of Labour, is now available from the National Film Board. The series was produced for use in conjunction with the Department's monographs on occupations.

So far produced in the new series are: *Plumber, Pipefitter, and Steamfitter*; *Careers in the Engineering Profession*; *Technical Operations in Radio & Electronics*; and *The Social Worker*.

Other filmstrips related to guidance include *Geology as a Career* and *Mapmaking: Field Surveys* sponsored by the Department of Mines and Technical Surveys, and the NFB's *Teaching as a Career* and *Nursing as a Career*.

These filmstrips explain the academic requirements for entry into the job, the nature of the work, the value of the work to the community and, in some cases, the remuneration which can be expected. Some indication is given as to the kind of personality which tends to improve one's chances of success in the particular work described.

## **Cancels Offer to Convene Meeting on Unemployment**

The Canadian Welfare Council has cancelled its earlier offer to call a federal-provincial conference to deal with the question of assistance to the unemployed not covered by unemployment insurance (L.G., March, p. 262). The Council assumes that its aim will now be met through the official federal-provincial conference being called by the Prime Minister.

"Our own offer to call a conference", said Lawrence Freiman, Council President, "was to facilitate discussion by governments of this important question. We are very encouraged by the present turn of events. We have every confidence that advantage will be taken at the forthcoming conference to consider the needs of the unprotected unemployed as well as measures to increase actual employment."

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## **B.C. Committee to Study Seasonal Unemployment**

Measures to reduce seasonal unemployment in British Columbia are being studied by a committee composed of business, government, industry and labour representatives established last month in Vancouver under the auspices of the National Employment Service. The committee, which will receive suggestions and proposals from its members at later sessions, is the first of its kind in the province.

The committee's main job will be to seek ways of "spreading the work around" by transferring projects normally done during the summer months to the winter, when logging camps close down and construction almost comes to a standstill. Business and labour leaders are reported to be also considering the possibility of developing more secondary industry in order to reduce economic dependence on the weather.

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## **U.S. Factory Employment Increases in February**

An increase in factory employment in the United States during February was the most significant labour market development of the month, according to a report by the Departments of Labor and Commerce. A similar increase was the most significant feature of the Canadian labour market in February (L.G., March, p. 245).

Unemployment was reported at 3,333,000, or 36,000 higher than January's 3,347,000.

Both Departments said this change was so small that it was in the realm of possible statistical error.

Total employment—at 59.9 million in February—did not change significantly from the previous month as gains in manufacturing were offset by seasonal declines in other activities. Manufacturing plants reported substantial increases in their payrolls to 16.1 million, about 120,000 higher than in January. Metal and metal products industries led the advances in durable goods manufacturing. The largest gain—28,000—was in machinery, the first significant advance in this industry in two years. Primary metals and transportation equipment continued the gains of the past several months.

### **Seasonal Declines**

Ordnance and lumber were the only industries in the durable goods sector that reported declines. Agriculture and construction dropped off because of the severe weather and the mid-winter decline in trade continued.

New unemployment, as reflected by initial claims for unemployment benefits, dropped from a peak weekly volume of 430,000 in early January to 265,000 in early February. Due to the lull in hiring for the mid-winter period, the number of relatively long-term jobless (those seeking work 15 weeks or longer) increased to 1,000,000 from 700,000 in late fall.

The average factory work week, at 40.5 hours in February, was almost an hour longer than a year ago. At the same time, the total number of persons working full-time (35 hours or more a week) in non-agricultural industries increased by almost two million from February 1954, when large numbers were on a four-day week.

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## **"Jobless Insurance Claims Give Only Partial Picture"**

Only a partial picture of labour conditions can be obtained from applications for unemployment insurance, Governor Averell Harriman of New York State said last month when he announced that his administration was trying to find an accurate yardstick for measuring unemployment in the state.

During the first two months of this year, he pointed out, 20,688 workers exhausted their unemployment insurance benefits compared with 11,906 for the same period last year. There was no way to determine whether these persons found new employment, he said.



## **U.K. Unemployment Drops To New Low for Feb.**

The number of unemployed persons in Great Britain on February 14 was 282,000, a decrease of 16,000 from January 10. It was the lowest figure for February since the war. Last year, in February, the figure was more than 100,000 higher.

This year's February figure represented 1.3 per cent of the estimated total number of employees compared with 1.4 per cent in January and 1.8 per cent in February 1954.

At the same time the United Kingdom's Ministry of Labour published figures showing that the average earnings of male manual industrial workers over the age of 21 had risen 3 per cent in the half-year ending October 1954. In April 1954 the average earnings of men over 21 was 197s 8d, compared with 204s 5d for the last full pay-week in October 1954.

The average weekly earnings of manual workers (including women, boys, and girls) in all industries surveyed by the Ministry was 171s 9d in October, compared with 166s 6d in April. During the same period the number of weekly hours worked went up a fraction, the October average being 46.7 compared with 46.5 in April.

## **Australia Has More Jobs Than Available Workers**

Australia's labour shortage shows no sign of decreasing. February figures showed job vacancies registered with the employment service totalling 66,237. At the end of last year, 56,000 unfilled jobs were listed.

Australia's working force was boosted by 89,000 in 1954. Most of this employment increase was brought about by reduced unemployment and by the re-entry to the labour force of married women who had left their jobs when employment fell off in 1952.

Rt. Hon. Robert G. Menzies, the Australian Prime Minister, in an interview while visiting Ottawa early in March said "it would be quite accurate to say that there are more jobs than there are people".

## **Once B.C. Coal Miner, UMW Official Dies**

John T. Jones, an official of the United Mine Workers of America who once worked in a coal mine at Michel, B.C., died March 3 in Washington.

He was Director of UMW's District 16 (Maryland and the northern part of West Virginia), a member of the union's execu-

tive board and Director of the Non-Partisan League, the UMW's political and legislative branch.

Born in Wales, in 1888, he went to work in a coal mine there at the age of 13, served in the British Army and later became a coal miner in British Columbia.

## **CCCL's Montreal Council Names New President**

Roger Mathieu, who is labour editor of Montreal's *La Presse*, last month was elected President of the Montreal Central Council (CCCL) to succeed Horace Laverdure, who is a CCCL Vice-president.

The only other changes in the Council's executive were the election of Maurice Vassart as recording secretary and Mrs. Simone Gélinas as corresponding secretary.

## **Railway Union Official, William K. McKee Dies**

William Kenneth McKee, Canadian Vice-president of the 20,000-member Brotherhood of Maintenance of Way Employees, died in Ottawa March 7 following a brief illness. He was 50 years of age.

Mr. McKee was elected Canadian Vice-president of the Brotherhood in 1952. From 1944 to 1949 he served as Vice-General Chairman of the Brotherhood. In 1949 he was elected General Chairman and served in that capacity until he became Vice-president.

A railwayman since 1921 when he joined the Canadian Pacific Railway at his home town of Saint John, N.B., he became Chairman of the Brotherhood's Lodge No. 184 at Saint John in 1925 and held that post until 1941, when he was elected Assistant General Chairman of the Brotherhood and moved to Winnipeg.

Mr. McKee had served on numerous committees and delegations. From 1929 to 1941 he was a member of the Joint Protective Board for the Canadian Pacific Systems Federation. In 1941 he was named to the Brotherhood's Central Committee for Canada and served as Secretary of the Committee from 1947 to 1952. He was appointed to the National Legislative Committee (Canada), International Railway Brotherhoods, in 1952 and the same year was named to the Canadian Railway Board of Adjustment No. 1.

Last year he attended the International Labour Organization Conference in Geneva as adviser to Canada's worker delegate.

## **175,000 Will be Employed On Ontario Public Works**

Ontario's 1955-56 budget presented to the provincial legislature on March 9 showed that more than \$700,000,000 will be spent on a construction program by the Ontario Government and its agencies. Of this amount, \$220,000,000 will be spent on highways and \$36,000,000 on construction of hospitals, other public buildings and capital works.

Premier Leslie Frost, presenting the budget, said the public investment program outlined would mean the equivalent of a monthly work force of more than 175,000 persons. He said that during the past 12 years \$15,000,000,000 had been invested in expanding and modernizing the province's industrial structure and during these years 442,000 new job opportunities had been created. The Premier noted that despite the fact employees in manufacturing now work five hours less every week than they did five years ago, the average weekly wage or salary in Ontario had climbed 113 per cent.

In the coming year the Ontario government itself expects to spend \$517,300,000. Ordinary government operations are expected to be \$367,700,000. Public works, highways and other capital expenditures will account for \$149,600,000.

The new budget called for \$27,800,000 to be spent on provincial welfare services compared with \$26,000,000 in the fiscal year 1954-55. Ontario plans to spend \$6,900,000 in allowances to mothers and their dependents, an estimated increase of \$300,000 over the past year.

Premier Frost said that 47 new homes or additions to homes for the aged had either been constructed or are now in the process of planning or construction under the province's plan of capital construction grants for such homes, including those operated by charitable organizations. One of the new homes, he said, is a \$3,000,000 project at Newmarket.

The Children's Aid Societies would also require an increase in appropriation, the Premier said. Ontario, he pointed out, was the only province sharing in the cost of public day nurseries. He said the Welfare Department was in the process of reorganizing and reinforcing services rendered to handicapped people.

An additional appropriation will be made to implement the amendments relevant to the Blind Persons Allowances which permit persons to become eligible for pensions at age 18 and to earn higher annual incomes.

## **Sask. Plans to Increase Welfare Expenditures**

The 1955-56 Saskatchewan budget presented on March 2 called for substantial increases by social welfare and education departments without tax increase.

Social welfare will receive an additional \$1,000,000, raising estimated spending by that department to \$9,092,230. A major provision will increase supplementary allowances to old-age pensioners up to a maximum of \$17.50, so that the new allowances will range from \$2.50 to \$20 per month.

Mothers' allowances will be raised \$5 a month.

The sum of \$129,000 was earmarked as the provincial Government's share in the new federal-provincial pensions for totally disabled persons.

Estimated expenditures for the provinces Education Department was set at \$15,092,000 and for the Highway Department at \$22,455,000.

## **Welfare Costs in Sweden Biggest Item in Budget**

The cost of national health insurance, introduced this year (L.G., Dec. 1954, p. 1680), accounts for a major part of the increase in the allocations for social welfare—the biggest item in Sweden's record 1955 budget of \$1,836,000,000.

Taxes in Sweden are unchanged from last year's by about \$194,000,000. Almost 90 per cent of the sum will be raised by taxation, the balance from state-owned enterprises.

Social welfare appropriations amounted to \$475,000,000, an increase of \$27,700,000 over 1954; for defence, second largest item in the budget, \$395,000,000, unchanged from 1954.

## **N.Y. Allows Investigation Of Jurisdictional Disputes**

On March 8 a Bill which permits the New York State Labor Relations Board to investigate jurisdictional disputes between unions and determine which union has been designated to represent the employees in collective bargaining was passed by the New York State Legislature's Assembly Labor Committee.

Previously the State Labor Relations Act specifically prohibited the Labor Relations Board from investigating a controversy concerning representations between members of the same union or between unions affiliated with the same parent labour organization.



## **U.S. Makes 1st Study of Project's Job Potential**

An average of about 130,000 more full-time site workers will be needed on road building in the United States in 1957 than at present, assuming Congressional and State governmental approval by mid-summer this year of President Eisenhower's \$101-million, ten-year highway program, according to a research study recently completed by the U.S. Department of Labor.

The Department's analysis marks the first time that a public works measure has been subjected to advance computation in terms of labour absorption.

### **Researchers' Estimates**

The study estimates that by 1960, when work under the program is likely to be at its peak, site labour needs will have increased by about 150,000 workers to a monthly average of approximately 500,000. This compares with about 220,000 in 1954.

In addition to the men working at the site, nearly the same number are presently working in mines, forests, factories, transportation systems, and administrative offices to produce and deliver the necessary materials, supplies and equipment to the construction site, the study notes. It estimates that by 1960, these off-site labour requirements will be slightly higher than for workers on-site and that at its peak activity the highway program will account for nearly one million jobs, on and off the construction site.

### **Two Possible Forecasts**

The research study points out that within the scope of current estimating facilities and available facts, both a more conservative and a more optimistic outlook for the rate of increased production per worker are possible. From the more conservative point of view, the study notes, construction site requirements might be increased by some 15,000 workers for 1957 and by about 50,000 for 1960. On the other hand, the labour estimates would be lowered by approximately the same amounts for these years, assuming a more favourable interpretation of the rate at which output per worker will increase. The monthly average number of construction workers needed at the site of road-building projects could range from 335,000 to 365,000 in 1957, and from 450,000 to 550,000 in 1960, the article points out.

In its analysis of the various skills and occupations that will be required on the program, the article estimates that the

greatest increase, relatively as well as in the number of workers, will be machine operators. Jobs in this category may rise from 46,500 in 1954 to about 87,500 in 1957 and, at the program's peak in 1960, reach 150,000, or three-tenths of the total site needs, the article states.

Carpentry jobs are expected to advance from the present average of 22,500 to 36,000 in 1957 and 51,500 in 1960. Skilled jobs as a whole are expected to total about 245,000 at the height of the program. In addition, the study estimates there will be a demand for 13,000 full-time mechanics to care for the equipment in use, for 10,500 structural and reinforcing steel workers, and 10,000 cement finishers.

## **Apprenticeship Award Honours Ont. Builder**

Hailed as one of the pioneers in developing apprenticeship in Ontario's construction industry, John M. Pigott of the Pigott Construction Company has been honoured for his work in the field by creation of an annual apprenticeship award to bear his name.

At the 100th meeting of the Provincial Advisory Committee of the Building Trades in Toronto March 21, Committee Chairman John W. Bruce, organizer in Canada of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-TLC), said that in naming it the Pigott Award the Committee was honouring the man who had done the most in making the Ontario Apprenticeship Act of 1928 a reality.

The apprenticeship award, capital for which was contributed by employers and labour leaders, is administered by representatives from the various trades and officials of the Apprenticeship Board, Ontario Department of Labour.

## **Says Union Pay Demands Discourage Training Plans**

A member of the Ontario Legislature has charged that industry in the province is discouraged from fostering training programs by unions' insistence on too high a rate of pay for apprentices.

Appearing before the Legislature's education committee, R. M. Myers (Waterloo South) said the situation is creating a shortage of technically-trained men. In Ontario, he said, only 6,000 apprentices are being trained, compared with 13,000 in Quebec and 2,000,000 in Germany.

## **N.Y. Assembly Defeats Jobless Insurance Bills**

On March 15 a Bill to extend unemployment insurance coverage to employers of one or more workers instead of four or more was defeated by the New York State Legislature's Assembly Labor Committee. The Bill would have made employers of one or more workers on any day liable for state unemployment insurance taxes, instead of four or more workers on 15 days (L.G., Feb., p. 152).

Among other Bills relating to unemployment insurance coverage defeated in the Legislature's Labor Committee were:—

A Bill which would remove the exemption from coverage on agriculture workers.

A Bill which would reduce from 20 to 15 the number of weeks of covered employment in the 52-week period preceding the filing of a claim needed to qualify for benefits.

A Bill which would add to benefits now payable an allowance of 20 per cent of a claimant's benefit rate for each of his first three dependents.

A Bill which would make benefits payable for 39 weeks in a year instead of 26 weeks.

On March 2, a Bill was passed by the New York State Legislature's Ways and Means Committee which extends unemployment insurance coverage to public employees on per diem basis or employed less than a year.

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## **Gross National Product On Upturn at Year-end**

Canada's gross national product moved upward in the last half of 1954 and was at a seasonally-adjusted annual rate of \$24.4 billion in the fourth quarter. At the year-end, production in the non-farm sector was estimated to be running above the previous peak level of the third quarter of 1953, after allowing for seasonal factors.

Dominion Bureau of Statistics figures indicate that, for the year as a whole, the gross national product declined by about 2 per cent, to \$24.0 billion from \$24.4 billion in 1953, and that this decline was largely attributable to the poor grain crop of last fall.

The contraction in industrial activity, which began in the third quarter of 1953, was reversed in mid-1954, as gross national product moved upward in both the third and fourth quarters. The down-turn in non-farm production from mid-1953 to mid-1954 was of comparatively small magnitude, amounting in total to about 2 per cent.

The upward movement from mid-1954 to the end of the year appears to have amounted to about 3 per cent.

The decline in industrial output between mid-1953 and mid-1954 was concentrated in the metal-using manufacturing industries and in the clothing and textile industries. Output in all of the primary industries (except agriculture) was substantially above the previous year, as gains occurred in mining, quarrying and oil wells, forestry, fishing and public utilities. In the service industries, production continued the upward trend of preceding years. These gains approximately offset the production declines in the other industries, and total non-farm output for the year 1954 as a whole was not greatly different from the 1953 level.

## **Sharp Farm Decline**

However, in the farm sector, a major decline in production occurred in 1954, associated with rust and weather conditions in the western provinces, which sharply reduced the yield and quality of the grain crop. This development, together with the offsetting changes in non-farm output noted above, brought Canada's gross national product for the full year 1954 to a level almost 2 per cent below the preceding year.

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## **Notre Dame University Honours George Meany**

AFL President George Meany has been awarded the "Leatare" Medal for 1955 by Notre Dame university. The medal is the highest award granted to laymen by the university.

The decoration has been awarded annually since 1883 to the person "whose genius has ennobled arts and sciences, has illustrated the Church's ideals and has enriched the human patrimony".

Announcing the award to Mr. Meany, the Rev. T. Hesburgh, President of the university, said: "For more than 20 years as a prominent labour leader, Mr. Meany has been engaged in all aspects of the labour field, showing at all times his competence and maturity as a labour statesman. He has opposed those who wanted to disparage the workman's dignity. With the same energy he has fought against those who wanted to overthrow the American free enterprise system. He has contributed much to the workers' welfare, to the ordered evolution of the labour movement and to the harmony between employers and unions."



## **Better Jobless Insurance Planned by Many States**

Of the 47 state and territorial legislatures of the United States that are holding sessions this year, 24 have introduced and five have proposed legislation to increase the maximum weekly unemployment insurance benefit, and ten have introduced or proposed legislation to extend the duration of benefits.

In three of the states, the U.S. Department of Labor has reported, the pending Bills would increase duration to 30 weeks. Three others propose an increase to 26 weeks, one to 24 weeks, one to 18 weeks and three to an unspecified duration.

Idaho and Rhode Island have already enacted legislation to increase maximum weekly benefits to \$30. In New Hampshire both Houses have approved an increase of \$32 and in Vermont both Houses have approved a maximum of \$28. In other states, proposed maximums range from a high of \$40 in Illinois to \$25 in Texas.

Last year President Eisenhower recommended that the states improve their unemployment compensation laws and suggested that the improvement could be made in two areas: period of eligibility for benefits and amounts paid to claimants.

## **Labour Income Reached New High in Year 1954**

Canadian labour income reached an all-time peak total of \$11,910,000,000 in the year 1954, up 2 per cent from 1953's \$11,661,000,000, the Dominion Bureau of Statistics reports.

The December total was \$1,025,000,000 versus \$1,028,000,000 in November and \$988,000,000 in December 1953. Increases in total wages and salaries in the year ranged from 2 per cent in the primary group of industries and 3 per cent in the distributive industries to 9 per cent in finance and services.

Within the primary group, the totals for agriculture, fishing and mining industries advanced, while that for forestry remained about the same. A 6- to 7-per-cent rise in total wages and salaries in public utilities and trade combined with a decline of less than 2 per cent in the total for transportation, storage and communication resulted in a net increase of 3 per cent for the distributive group.

Contract construction and manufacturing were the only two industries which registered losses of some 2 to 3 per cent. Notwithstanding the rather slow start in the first half of 1954 due to unfavourable weather conditions, total wages and salaries for residential building were up 9 per cent.

On the other hand, with the completion of the construction stage of several major resource developments, labour income from non-residential construction declined some 10 per cent during 1954. The earnings of government employees engaged in construction activity are included under government service in the finance and services group.

The 2-per-cent decline in 1954 labour income for all manufacturing resulted from sizeable losses among important component groups, counterbalanced in part by gains in a number of other smaller components. Iron and steel products, transportation equipment and textile products showed losses of 9 to 10 per cent, while clothing and leather products fell from 6 to 7 per cent. These declines coincided with reductions in expenditures for defence, durable and producers' goods and a switch from accumulation to liquidation of inventories. Gains ranging between 4 and 6 per cent took place in paper products, printing, chemicals, petroleum, coal and non-metallic mineral products.

## **Unemployment Result of "Temporary Adjustments"**

Unemployment and other current problems represent temporary adjustments in Canada's basically-sound economic machine, Prime Minister St. Laurent told the advisory council of the National Liberal Federation at a banquet in Ottawa March 30.

In the last year and a half there had been a slowing down in some sections of the rapid economic expansion which followed the second World War but there were significant signs of resurgence, Mr. St. Laurent said. The industrial production index for each of the first nine months of 1954 was below the same months of 1953 but the index for the last three months was higher than that for a year earlier.

While exports were lower in the first ten months of 1954 the trend was reversed in the last two months of the year, he said. Housing started in the last three months of 1954 rose about 29 per cent above the 1953 level.

Mr. St. Laurent said recent forecasts predicted capital investments in Canada this year will rise 6 per cent over the 1954 level.

## **1954 Commodity Imports Down 6.6% from 1953**

Final figures on commodity imports in 1954, released last month by the Dominion Bureau of Statistics, show a drop of \$289,600,000 from 1953 in the value of imports.

Commodity imports were down 6.6 per cent in value last year to \$4,093,200,000 from the record value of \$4,382,800,000 in 1953 but were still above the total values of 1952 and 1951.

Average prices of imports were slightly higher in 1954 than in 1953; thus the decline in the volume of imports was slightly greater than the decline in value.

The value in 1954 (with the 1953 comparison in parentheses) of some leading commodity imports, in thousands of dollars, was as follows: non-farm machinery, 380,220 (401,856); automobile parts, 180,283 (222,284); farm implements and machinery, 143,163 (209,153); coal, 104,795 (136,567); cotton products, 76,868 (90,796); books and printed matter, 68,054 (68,358); and wool products, 59,992 (72,745).

### **Labour Overseas Alerted Against Communists**

Major labour federations in both the United Kingdom and the West German Federal Republic last month warned their affiliated organizations to guard against Communist attempts to infiltrate their ranks.

The Trades Union Congress in the United Kingdom issued a pamphlet, *The T.U.C. and Communism*, citing the propaganda use to which the Soviet and other Communist Governments put the visits of trade union and other workers' delegations while the West German Federation of Labour instructed its officials and representatives to double-check every nomination, in the forthcoming works council elections, for any position in the organization to prevent Communist infiltration.

### **Churches Join**

Both Protestant and Roman Catholic labour organizations have organized joint action in 200 plants and mines in the Rhine Valley and Bavaria to fight Communist infiltration in such elections. Spokesmen for the two groups have stated that their purpose is to open the way to increased representation for their candidates and to create a barrier against the Communists.

The TUC pamphlet warned that invitations to workers' delegations to visit Soviet Russia are part of the Communist infiltration tactics. Though the Congress cannot ban any affiliated trade union group of trade unionists or individual from visiting Communist countries, it can indicate through the medium of pamphlets just what these delegations are meant to achieve for the Communist Party in the United Kingdom.

### **U.S. Housing Starts Set Record for Jan.**

Non-farm housing starts in the United States declined slightly (3 per cent) in January to 88,000 but the number of new dwelling units begun was the highest on record for any January and 33 per cent above the January 1954 figure, the U.S. Department of Labor has announced.

Privately-owned housing starts alone numbered 87,800. On a seasonally-adjusted basis, according to the Bureau of Labor Statistics, this represented an annual rate of 1,424,000 starts, slightly under the annual rate for December 1954 (1,473,000) but greater than for any other month since August 1950.

Public housing authorities began construction of about 200 new units last month, compared with 1,400 in December 1954 and 1,300 in January 1953.

### **January Housing Starts Higher Than Last Year**

Construction was started on one-third more residential units in January than in the corresponding month last year, the Dominion Bureau of Statistics has reported. At the same time 9 per cent more were completed than a year earlier, leaving 17 per cent more in various stages of construction at the end of the month.

Starts were made on 3,963 units in January versus 2,983 a year earlier and completions stood at 9,037 units versus 8,315. At the end of the month there were 63,525 units under construction versus 54,248.

### **Canadian Railway Revenue Down \$9½ Million in 1953**

Operating revenues of Canadian railways in 1953 were up 2.9 per cent from the 1952 figure but operating expenses increased 4.1 per cent to give a lower net operating revenue, the Dominion Bureau of Statistics has reported.

Net operating revenue in 1953 was \$105,542,000 compared with \$114,972,000 in the preceding year.

### **U.K. Rail Unions Agree To Productivity Council**

It was announced in the British House of Commons March 15 that the three railway unions and the Confederation of Shipbuilding and Engineering Unions had agreed in principle to the establishment of a British Railways Productivity Council.



The Shipbuilding and Engineering Unions are included because they have some members in the railway workshops.

The formation of this council results from the unions' promise to co-operate in measures to increase productivity on the British railways.

A court of inquiry, established last year to examine wage disputes between the British Transport Commission and the National Union of Railwaymen, in its final report published at the end of January (L.G., March, p. 318) said the "means" by which the Commission was to find the right wages was not for the court to decide. But the primary means, the court said, would appear to "naturally be the establishment of effective productivity".

The court noted that both employer and employee were under particular obligation to join in all measures for improving productivity and efficiency.

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### **ILGWU Medical Centre Opened in Montreal**

A medical centre financed by employers but under joint management was opened in Montreal on March 4 by the International Ladies' Garment Workers' Union (AFL-TLC).

The first of its type to be opened in Canada by the ILGWU, although the 17th in America, the centre will offer whatever medical care they may need to the 10,000 workers in the dress, coat and embroidery industries. Administrative costs will be met by contributions made by the employers, who have undertaken by collective agreement to pay half of one per cent of their payroll.

## **Labour Briefs Presented to Provincial Govts.**

### **Ont. CCL Federation Asks Stop-Gap Aid for Jobless**

Emergency stop-gap aid to tide over the unemployed was urged in the annual brief of the Ontario Federation of Labour (CCL) presented to the provincial government March 7. The Federation, which represents approximately 200,000 workers in Ontario, predicted the number of unemployed in the province would rise to 175,000, about 11 per cent of the labour force.

The labour organization urged the government to give unemployment "the immediate attention it deserves" and said that the province's failure to supply direct funds

Explaining the reasons which prompted the union to set up such services, David Dubinsky, President of the ILGWU, said that "a health service is a solution for one of the workers' basic problems, a practical advantage for meeting actual and immediate needs".

It is a mistake, he pointed out, to think that the role of the unions consists only of asking for wage increases and shorter hours. "For a worker," he said, "the union is a way of life; it is a house he lives in which belongs to him."

In addition to wages and hours of work, Mr. Dubinsky emphasized that unions should also take an interest in politics, welfare, education and health, to improve the living standard and the safety of the workers.

He recalled that there have been no strikes in the ladies' clothing industry in Montreal for 18 years or in New York for 25.

The opening was attended by an imposing number of labour leaders, employers and representatives of the federal and provincial Governments.

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Texts of all the talks, French and English, in the series of radio broadcasts on discrimination sponsored by the Department of Labour last year as part of the educational program in connection with the Canada Fair Employment Practices Act have been published in a booklet, *Do unto others...* Copies may be obtained from the Information Branch, Department of Labour, Ottawa.

for relief, even on an interim basis, "cannot be justified on economic, constitutional or moral grounds".

In order that employment might be stimulated, the brief called for an extension of the government's public works program and urged that priority be given to low-rental, subsidized housing. It said that without such housing "the overcrowded and dangerous living conditions of our major cities will continue to make shocking headlines for years to come".

Referring to the proposed merger of the Trades and Labour Congress of Canada and the Canadian Congress of Labour, the brief urged that the Ontario Labour Relations Act be amended in order that where cases of transfer from one jurisdiction to

another are involved, only two requirements should be observed: (1) authorization by the employees involved, either in the form of signed authorization cards or by a referendum vote conducted by the Labour Relations Board; and (2) written permission of the union giving up its bargaining rights.

The Federation also asked that provision be made whereby the rights of employees under existing collective agreements would be protected when firms are re-incorporated, that the certification of bargaining units be granted on the basis of a simple majority of those voting and not by 50 per cent of those eligible to vote as at present and that Ontario enact some form of check-off legislation.

Concerning welfare policy, the labour brief called upon the Government to institute "immediately" a provincial compulsory health plan similar to that now in effect in Saskatchewan. It said the aim of such a plan should be to supply completely prepaid medical, surgical, hospital, optical and dental treatment as well as adequate preventive medical care for all Ontario residents.

The Federation suggested "a more equitable level of assistance" for old age pensioners. The present \$40 per month was "plainly inadequate" for the maintenance of "independence and self respect," it said. The brief added that the imposition of a means test for those between 65 and 70 years of age was a "harsh and unnecessary imposition on those who have saved an amount too small to provide an income but large enough to disqualify them for Old Age Assistance".

A publicly-owned and operated provincial gas distribution system was recommended by the Federation, which said that if the development of such a system were left to private corporations, "the needs of industrial and domestic consumers in less lucrative markets will be ignored".

Among the other requests and recommendations contained in the Federation's brief were the following:—

That maximum earnings on which workmen's compensation payments are based be increased from \$4,000 to \$6,000 and that payments be made on 100 per cent of earnings to this maximum.

That the Hours of Work and Vacations With Pay Act be amended so that a maximum work week of 40 hours would be established and a minimum paid annual vacation of two weeks provided.

That a compulsory automobile insurance scheme, administered by the Government, be established.

That an education program in connection with the province's anti-discrimination laws be developed.

## **Manitoba TLC Urges Shorter Work Week**

The Manitoba government was urged to give serious consideration to reducing the length of the work week in view of growing unemployment by the Manitoba Federation of Labour (TLC) in its annual brief presented December 17.

The recently formed Federation (L.G., Jan., p. 28) said that a reduction of farm purchasing power was partly responsible for the present unemployment situation and recommended that the provincial government take action in the fields of crop insurance, soil conservation, protection from floods, plant disease and insect pests, road construction, drainage and all-round agricultural research in order to restore buying power to this group.

Provincial assistance to provide a supplementary pension, on a means test basis if necessary, was urged for older persons whose only income is the \$40-a-month old age security pension. The brief pointed out that Ontario, Saskatchewan, Alberta and British Columbia all pay some form of supplementary benefit to needy pensioners and suggested that Manitoba should pay at least \$10 to such persons until such time as the federal payments meet the need.

The prohibition of questions on job application forms that ask for the racial extraction, religion, place of birth and birthplace of parents of job seekers was recommended in the brief. The Federation said that the Fair Employment Practices Act should be amended to permit only those questions relating directly to suitability for employment.

The brief urged the provincial government to suggest to the federal Government that a national health insurance plan be inaugurated without delay.

A low-rental housing scheme of benefit to persons whose incomes do not permit them to purchase \$10,000 homes under the National Housing Act was urged on the provincial government. In addition, the government was asked to reconsider its decision to decline to participate in any housing scheme which called for subsidization.

The Federation brief also asked that:—

The voting age be reduced from 21 to 18 years.

Electoral constituencies be arranged so that each member would represent approximately the same number of persons.



Labour be represented on all government boards dealing with matters directly affecting Manitoba workers.

Jury fees be increased to a minimum of \$10 a day.

A full-time Minister of Labour be appointed.

Legislation be enacted making illegal any work where workers process textiles at home.

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## **Alberta CCL Federation Demands 40-Hour Week**

Demands for legislation enforcing the 40-hour week and measures to combat unemployment featured the brief of the Industrial Federation of Labour of Alberta (CCL) presented to the provincial government January 11. The Federation brief pointed out that organized industries "operate efficiently and profitably on the basis of a 40-hour week" and said that industries which take advantage of the present 44-48 hour week "create unfair competition".

An inter-provincial conference on unemployment to establish federal, provincial and municipal responsibility in this field was urged in the brief. In addition, the labour federation called for a stepped-up

public works program, including flood prevention projects in the Red River Valley, an increase in the minimum wage to one dollar an hour, two weeks' paid holiday for all employees in the province after one year's service and legislation requiring pay for eight statutory holidays.

In requesting a provincial Fair Employment Practices Act, the brief pointed out increased use of discriminatory questions on employment application forms by new industries in the province.

Noting that the purchase of high school text books represented a heavy expenditure for workers' families, the brief urged the government to supply such books to students in all schools at a reasonable rental rather than only in the elementary schools, as at present.

Among the other requests made by the Federation were the following:—

A government-sponsored automobile insurance plan.

An increase in old age supplementary pensions from \$15 per month to \$25.

An education program on highway safety with labour participation.

A low-rental, down payment subsidized housing program with a goal of 10,000 units per year.

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## **Proceedings of Parliament of Labour Interest**

### **Debate on Unemployment**

**February 24**

CCF Leader M. J. Coldwell moved adjournment of the House to discuss the "alarming unemployment situation in Canada" and "the need for immediate action by the Government to provide jobs".

By consent of the House, debate on the subject was set for the following week, when the House would go into committee of supply.

**March 1**

The debate was opened by Mrs. Ellen L. Fairclough (Hamilton West), who moved:

In the opinion of this House, because of the grave state of unemployment in Canada as disclosed by the joint statement of the Department of Labour and the Dominion Bureau of Statistics on February 23 last, the Government should immediately give consideration to the formulation of plans to deal with this emergency, and to the necessary steps to establish a long-term

program for expanding employment to be presented to Parliament during the present session.

The unemployment situation, the Minister of Labour said, is causing the Government considerable concern. He did not, however, believe it was a crisis, as had been suggested.

...the unemployment situation this winter is a matter which causes us considerable concern. Most certainly we are concerned about those workers who have not been able to secure aid through their unemployment insurance or through provincial or local arrangements. For this reason this Government introduced an amendment to the Unemployment Insurance Act at the very outset of the session. I reiterate today what I said at that time, that the amendment deals with only one phase of the Act, namely an improvement in the supplementary benefits. This in no sense meets the entire problem of unemployment which exists this winter.

From the broad point of view, said the Minister, every member will agree that the greatest ally in the maintenance of

employment, and to bring about the fullest possible employment, is in the realm of good labour-management relations.

Referring to the Government's statistics on unemployment, Mr. Gregg said:

At the outset and without any apology I am going to speak about the two sets of figures we issue every month, which cover the situation for every four weeks' period. Each of these two sets of statistics is designed for a special purpose and the two sets contain as much definite information as it is possible to obtain with regard to the employment situation in Canada without tremendous canvassing and census taking. Statistics compiled in the latter fashion would be out of date before they became useful for general purposes.

Concerning unemployables—"I do not like the word very much," said Mr. Gregg—the municipalities have a serious problem and a great deal has been done in recent years by all levels of government and by private agencies on behalf of those who are handicapped in their ability to work and earn a livelihood. "And there is now, this winter," he added, "the federal-provincial pension plan for those totally disabled civilian members of our population who cannot work at all."

As regards those who are able to work but who are without jobs and are not receiving unemployment insurance benefits, the Minister said that while there has been a recognition of growing need in this area, it has not led to any mutual understanding between federal and provincial governments as to the action that should be taken in the matter.

The Government has not been unconcerned about the problem. Notwithstanding the primary responsibility of the provinces in this field, the federal Government is prepared to discuss with them the problems of this group of unemployed workers, as an item on the agenda of the forthcoming federal-provincial conference, if the provinces request that that be done.

The Rt. Hon. C. D. Howe, Minister of Trade and Commerce, then entered the debate.

During the past year or so, he said, employment has been maintained but productive activity has not been sufficient to absorb the net increase in persons coming into the labour force.

This levelling-off in productive activity was the result of certain new influences which began to affect the market situation in the latter part of 1953 and early 1954, he said.

Mr. Howe here enumerated some of the difficulties encountered: the general business let-down in the United States; a consequent decline during 1954 in Canadian

exports to that market; reduced income of grain producers and its effect on sales of farm equipment and other manufactured goods; reduced procurement in 1954 of defence goods; a tendency during 1954 for businesses to meet orders from inventories rather than from new production; and intensification of international competition in manufactured goods which presented new difficulties to some manufacturing industries in foreign and also in domestic markets.

He continued:

In view of these and other problems faced in 1954, the economic achievements of that year have been rather remarkable. Instead of declining significantly, as might well have been expected, economic activity has remained fairly steady. The gross national product in 1954 was about 2 per cent below the level of the previous year. This decline is fully accounted for by the reduction in grain crops. If crops are excluded, output remained about the same as in the previous year.

As previously indicated, this sustained level of production has not been adequate to absorb the amount of manpower available. Nevertheless, in view of the extent of the adjustments faced, the performance of the economy demonstrates great vigour and resilience. It is, I think, fair to say that it has withstood the threat of the first post-war recession....

From the actual experience in 1954 we can, I think, conclude that this re-absorption process involving the shift of manpower to new activities has been proceeding well. Difficulties of the past year or so have been concentrated to a large extent in certain manufacturing industries. Employment in textiles and in most hard goods industries has declined substantially and in spite of limited improvement in recent months remains well below the levels of a year ago. At the same time, employment in material processing industries, in services and in primary industries such as mining and logging has increased, in some cases quite markedly. The result is that over-all employment has been sustained.

Notwithstanding the current trend of unemployment in Canada, there has been unmistakable evidence of some general strengthening in business conditions in recent months, Mr. Howe continued:

I have already indicated that national output, excluding crops, was about the same in 1954 as in the preceding year. However, quarterly figures, adjusted for seasonal variation, indicate that over-all output, which turned downward towards the end of 1953, has been increasing since about mid-1954. By the end of that year it appeared to be running about 2 per cent above the level of 1953. This change in direction is reflected in employment figures. Total employment in Canada, after having run a little under previous-year levels from December of 1953 to October 1954, has subsequently been about the same or slightly higher.



These trends suggest that the turning point in the adjustment which I mentioned has already been passed. The important point now to be considered is whether the limited improvement already achieved will gather momentum in the period ahead. A look at prospects in our principal markets should throw some light on this question.

Dealing first with the export situation, Mr. Howe said that conditions largely responsible for the decline in exports in 1953 and 1954 have already undergone a substantial change for the better. "In recent months a much improved selling atmosphere has developed and sales to date are well ahead of last year."

The situation in the United States is substantially altered as a result of the pick-up now under way in that country and, he said, "we can reasonably look forward to a better year as regards trade with the United States."

Export prospects in overseas markets are also favourable, said Mr. Howe. "The recent improvement in conditions in foreign markets is already being reflected in better export figures... All in all, there is good reason to expect this firmer trend in exports to continue. This, in turn, will have a marked effect on employment during the coming year."

Turning to the domestic situation, he said that the information now available on expansion plans for 1955 "is reassuring indeed". Results of this year's survey of investment intentions point to an immediate resumption of an upward trend in capital spending in Canada. The survey indicates over-all capital expenditures of nearly 6 per cent above actual expenditures last year.

"Looking ahead, prospects of increased activity in both capital goods and export industries should, in turn, bolster income positions. Consequently, consumer demand, which remained firm in 1954, may be even better in the coming year," he said.

Production trends have already shown some response to these strengthening influences, Mr. Howe stated.

Over-all output is now running a little ahead of a year ago. However, with increasing effectiveness in the use of manpower, this rise in output has been achieved with, as yet, scarcely no increase in employment. With a continuing rise in the labour force, unemployment is still running somewhat higher than a year ago.

It is to be realized, however, that the strength now in evidence in investment and export markets has not yet had its full impact on conditions generally and cannot be expected to do so during the slack season of the year. As the year draws on we can, I am confident, look forward to a broader resumption of expansionary trends with an accompanying growth in job opportunities.

If these are the economic prospects ahead, what role should the Government play? Mr. Howe asked.

I submit, Mr. Speaker, that what is needed on the part of the Government is a continuation of the sensible economic policies which have enabled Canadians to enjoy a lengthy post-war period of economic expansion and improvement in earning opportunities and living standards. These policies are directed towards creating a favourable economic climate in which individual initiative thrives, and businessmen are encouraged to expand their capital facilities in order to cater to growing domestic and foreign markets.

Nothing could be further from the truth, Mr. Howe said, than the charge that the Government has stood idly by and watched the number of unemployed rise, as is so well demonstrated by the economic achievements of 1954. Mr. Howe then summarized the economic policies which the Government had followed:—

1. Tax collections have been lower and, for the first time since 1946, a net budgetary deficit is indicated.

2. Monetary conditions have eased considerably.

3. The new Housing Act made it easier for people to build houses.

4. In foreign trade, the Government's "earnest and unremitting efforts" brought some results.

5. Personal incomes and consequent consumer spending were bolstered by increases of about 10 per cent in the volume of social security benefits.

6. In agriculture, orderly marketing helped to tide over a difficult marketing situation, assuring farmers of as good returns as appeared possible under the circumstances.

7. Steps were taken to assist the fishing industry.

8. Substantial financial assistance was given the mining industry.

9. Domestic manufacturing has been helped by tightened anti-dumping regulations.

10. To help the unemployed, the Unemployment Insurance Act was amended to provide for an increase in the duration and scale of supplementary benefits.

11. Defence expenditures during the year have been running at a somewhat lower level but the decline was more than offset by rising civilian expenditures.

On the subject of public works, Mr. Howe said:

Many hon. members seem to believe that the answer to unemployment lies in the volume of federal public works. In my

opinion this is entirely fallacious. Our difficulty in Canada is seasonal unemployment, or in other words the problem of maintaining a high level of employment in the winter months. Excepting inland navigation and the shore jobs incidental thereto, construction work is perhaps of all occupations the one least capable of maintaining full employment over the full 12 months. Many types of public works involving large expenditures are comparatively small employers of labour....

Nevertheless, we will admit at once that the volume of construction work is important to the men normally employed in construction, but I will point out that unless continuing employment beyond the construction period is involved, it is of little importance to other classes of workers....

A high level of employment in the Canadian economy can only be achieved by a program that will lift the Canadian economy as a whole to an extent that suitable employment for all types of workers can be made available. That is the program on which the government is engaged. The fact that the program is producing results will, I think, be made apparent to all during the next three or four months....

If the time should come when there has to be greater emphasis on supplementary measures to maintain employment and incomes, Mr. Howe concluded, "we must ensure that these supplementary measures support and do not interfere with the attainment of a highly productive low-cost efficient economy."

### March 2

C. E. Johnston (Bow River) presented the following program formulated by the Social Credit party:

1. Elimination of the sales tax and wider use of the price discount.

2. The assumption by the federal Government of financial assistance to those unemployed not covered by unemployment insurance or extended benefits; expansion of payment for social services such as family allowance, old age pension; war veterans allowances, and so on.

3. A vigorous employment policy with government assistance to private industry to absorb seasonal unemployment.

4. A program of construction of national projects with emphasis on those works that can be carried on during the winter months.

5. A support price program for agriculture.

6. A more realistic trading policy which would involve the acceptance of some foreign currency in exchange for Canadian goods and which would involve amongst other things the revaluation of the Canadian dollar.

The Leader of the Opposition, Hon. George A. Drew, pressed for a conference to be held immediately to deal with the problem of unemployment and ways and means of meeting it. "What is needed

now," he said, "is an immediate approach to this problem on the part of those parties who must deal with it."

At such a conference, Mr. Drew suggested, it would be highly desirable that representatives of all urban municipalities should be invited to attend. In this way, he thought, a practical solution could be worked out.

He was not, he stated, suggesting the conference as a substitute for the other conferences (see p. 410), which will have the problem of dealing with the long-term aspect of many of the circumstances which themselves contribute to some of the difficulties.

A public housing program, "the like of which Canada has never seen before", was suggested by the member for Spadina, David A. Croll.

"The time has come now," he said, "to spell out the basis of federal participation, at least an interim basis for participation; otherwise we simply pile up misery for the unemployed and grief for ourselves."

Referring to the depression of the 1930's, Mr. Croll said:

... we spent millions on unemployment relief, and when the emergency ended there was nothing to show for all our expenditures. I remember one year when Ontario spent \$48,000,000, and in the end we had people who were bitter and broken. I suggest that today we have the opportunity to strike a positive blow at unemployment by embarking upon a most imaginative and far-reaching public housing program the like of which Canada has never seen before. We need low-cost houses and rental houses. We have the labour force ready and willing to work. We have an abundance of materials, and all the necessary know-how, and there is no lack of money.

In Toronto and other large cities in Canada there is a need for slum clearance and redevelopment. Why not give additional assistance by way of financial aid to such projects and when normalcy returns, as we hope it will soon, we will be able to point to concrete accomplishments brought about by the expenditure of these vast sums of money. If the provinces are reluctant, or cannot or do not want to undertake any of these projects, the finances of this Government are such that we can do it on our own account.

Housing brings with it a demand for materials, equipment and household furnishings. The construction industry has not yet solved the problem of winter building, claiming climate is the reason. I feel that is just an excuse. It is about time the construction industry, which has been a beneficiary of this Government, should be told: "Climate be hanged; get out and build." They can do it. I admit that there are places in Canada where winter building is impossible due to extreme weather, but that has not been the case this year in Toronto and the larger cities in the southern



part of Ontario. Forty per cent of the Toronto unemployed are construction workers.

The major causes of our unemployment, Mr. Croll stated, are lack of consumer purchasing power, the drop in farm income, and, in particular, the loss of foreign markets.

The fiscal policy to be announced in the forthcoming budget must embody "bold, courageous and decisive measures," Mr. Croll declared. He suggested two approaches to the problem: (1) a substantial reduction in personal taxes, thereby increasing consumer demand and purchasing power; and (2) a special concession, such as accelerated depreciation, to manufacturing in the export field that is capable of expansion.

### March 3

Stanley Knowles (Winnipeg North Centre) suggested immediate consideration of a 12-year program, calling upon the Government "to give leadership in a crusade between now and July 1, 1967 (the centenary of Confederation) to make of this country a much better place than it is at the present time".

A building program, involving slum clearance, headed a list of ten proposals put forward by Mr. Knowles. Among the others were: increased production of home appliances and equipment; construction of highways, bridges, parking facilities, tourist camps and facilities; conservation programs; construction of railways in the Peace River area; and an economic program for the Maritime Provinces.

Attributing the present unemployment mainly to "the severe competition that our products are meeting from products which are beating us on price and design, or both, coming in from other countries," George H. Hees (Broadview) suggested the establishment of a parliamentary committee to work out, in consultation with representatives of management, labour and educational institutions, the best method of getting under way a greatly expanded industrial research program.

Mr. Hees proposed also a reduction in commodity taxes to keep down production costs and an increase in purchasing power through a reduction of income taxes.

These he referred to as immediate measures. For a more permanent solution, he expressed the belief that "our secondary industries should be built up to enable us to process more of our primary products".

Stating that "something is needed by way of a public assistance fund," J. W. Noseworthy (York South) suggested that

the first and immediate need is an agreement with the provinces as to just who is responsible for taking care of the unemployed.

### March 15

W. Ross Thatcher (Moose Jaw-Lake Centre) urged "use of the fiscal weapon" to combat seasonal unemployment. Purchasing power of the people could be increased, he suggested, by a reduction in income, sales and special excise taxes. He proposed, also, tax exemption for certain types of new industries during their period of establishment, and tax incentives to encourage building and construction during winter months. He also favoured a public works program.

Clarence Gillis (Cape Breton South) also advocated increasing the purchasing power of the people as a partial solution. He suggested raising the income tax exemptions and increasing family allowances and old age pensions. He suggested the federal Government might give financial assistance to the Trans-Canada Highway and the St. Lawrence Seaway.

Three proposals as follows were advanced by J. A. Charlton (Brant-Haldimand): Farmers should be assured of reasonable prices for their products; reduction of taxes; and strict administration of the anti-dumping regulations.

### March 16

A. W. Stuart (Charlotte) hoped a plan could be worked out to bring fishermen and other primary producers under the provisions of the Unemployment Insurance Act.

Claiming that the motion before the House was not specific enough and that there should be a long-term national investment program that would "meet the urgent social needs of the Canadian people," Erhart Regier (Burnaby-Coquitlam) moved an amendment calling for "immediate implementation of the Federal Government's promise of 1945 to make adequate provision for the employable unemployed", and for the addition after "long-term program" of the words "of public investment and economic development."

### February 28

#### Government Employees Compensation Act

A Bill to amend the Government Employees Compensation Act to bring it up to date "in the light of current conditions,

needs and practices," was introduced by the Minister of Labour and received second reading.

**March 1**

### **Veterans' Hospitals in B.C.**

The Minister of Veterans Affairs, in reply to a question by the member for Esquimalt-Saanich, announced the decision of the Government to institute the 40-hour week in all federal hospitals in British Columbia, commencing April 1.

**March 4**

### **National Advisory Council on Manpower**

In reply to a question put by Mrs. Ellen L. Fairclough (Hamilton West) concerning meetings of the National Advisory Council on Manpower, the Minister of Labour replied that November 5, 1953, was the date of the last meeting of the full council but that during the past year there have been meetings and activities of committees responsible to the council.

**March 7**

### **CNR Lay-offs**

Asked how many hourly-rated employees of the Canadian National Railways had been laid off between January 1 and December 31, 1954, the Minister of Labour replied that as of January 1954 the number of employees was 108,240 and as of December 1954 the number was 106,981.

**March 8**

### **Productivity in 1954**

Stating that according to U.S. Bureau of Labor Statistics, the number of workers in industrial production in the United States in 1954 decreased by 4 per cent and production increased by 5 per cent, David A. Croll (Spadina) asked the Minister of Labour if a similar efficiency in industrial production was reflected in the Canadian economy in that year.

Mr. Gregg replied that, although the total number of industrial workers employed remained approximately the same during 1954, industrial production increased by about 4 per cent.

**March 10**

### **Federal-Provincial Conference**

The Prime Minister tabled copies of a letter, dated March 8, addressed to all provincial premiers, proposing that a preliminary conference be held in Ottawa April 21-22.

Asked by the Leader of the Opposition if this opportunity would be taken to discuss the unemployment situation and the manner in which the federal and provincial governments can best co-operate to meet these problems, Mr. St. Laurent replied: "I should be greatly surprised if that question was not discussed while they are here."

Asked by George H. Hees (Broadview) if he believed that a preliminary conference held late in April and a federal-provincial conference held later in the year would "suffice to deal adequately with today's critical unemployment situation," Mr. St. Laurent replied: "The Prime Minister's attitude is that that will be the opportunity to deal with this important problem."

The next day Mr. Hees asked "if, in view of the fact that the Prime Minister's decision not to call an immediate conference on unemployment is depriving many thousands of Canadians who have no jobs or means of support of any chance of a solution of their problems, would he not reconsider his decision and call an immediate conference." The Prime Minister replied that he could not "agree with the premises of the hon. member's question as a basis for reconsideration."

**March 11**

### **Criminal Code**

First reading of Bill setting April 1, 1955, as the date for the coming into force of the Criminal Code.

### **Health Insurance**

Stanley Knowles (Winnipeg North Centre) asked if the federal Government would consider suggesting to the provincial premiers that the question of health insurance be included in the agenda of the forthcoming federal-provincial conference.

The Prime Minister replied that he did not think it necessary to make any suggestions to the provincial premiers with respect to any of the matters that are of public concern at this moment.

**March 14**

### **Railway Grade Crossing Fund**

The House went into committee to consider a motion to amend the Railway Act to provide for increasing the annual appropriation to the railway grade crossing fund from \$1,000,000 to \$5,000,000, and for certain changes in connection with the administration of the fund.

Bill received first reading March 17.



# AUTOMATION

Use of automatic production devices is increasing rapidly, raising problems for both management and labour but holding promise of compensating benefits, N.Y. Labour Department says in review of situation

"The displacement of physical labour by machines is now moving ahead at a speed that would have seemed miraculous just a few decades ago." So states an article in February's *Industrial Bulletin*, monthly news magazine of the New York State Department of Labor.

The article points out the questions raised by the advent of automation, the problems for both industrialists and labour leaders, and the compensating benefits. It also lists suggestions for employers who are changing to push-button operations.

Though experts don't agree, the *Bulletin* said, on a definition of "automation", essentially it means turning out a product in a continuous flow with a minimum of human labour. Two factors, the article noted are involved: (1) machines that perform the work; and (2) control devices, or "electronic brains", that supervise and, if necessary, correct the production process.

In theory, the article points out, the goal of automation engineers is a factory operated completely without men. Set in motion, it would work day and night transforming raw materials into final finished products without human intervention. Actually, the article said, this concept will never be realized; even the best of machinery must be stopped now and then for cleaning, repairs and maintenance. Even the most automatic plant must have someone to push the buttons, and someone with the skill of a trouble-shooter to make adjustments when things go wrong.

Automation raises significant questions, the article declares. "What will the shift towards automation mean to workers, to jobs, and to the consumer? How many types of industry will be affected? Is this a real industrial revolution, or just a fresh technological step in the long history of industrial development?"

Some of the problems that face industrialists and labour leaders, the *Bulletin* said, are: the plant owner's need for large investments in machinery and equipment to keep abreast of competitors; worker displacement, layoffs and retraining. Compensating benefits listed in the article are: greater productivity, more and better comforts for more people, extra hours of leisure, new jobs building, servicing and supervising the automatic devices.

Automation has been notably successful, the article said, in the manufacture of chemicals, petroleum products, foods, drugs and beverages, and in some metal goods, where a continuous flow can be turned out. Petroleum processing and dial telephone systems probably represent the most fully automated industries in the United States at present.

Some businesses, the article continued, don't lend themselves to such completely automatic production. The making of hats, shoes and clothing, for example, probably won't ever be fully governed by robot-type machines. For that reason, the article said, there's still plenty of opportunity for small business concerns to compete with mass producers. The ability, it said, to experiment, to adapt and to change is one reason why small business is likely to flourish even in the automation era.

The article referred to a recent automation conference sponsored by the New York State Department of Commerce at which both large and small concerns were represented. Advice on the direction automation may take in the future, and which industries may benefit most, was given to the delegates by a panel of experts.

Some of the comments at the meeting were:—

Prof. H. W. Martin of Rensselaer Polytechnic Institute, who feels that not every industry is ripe for automation and that in some lines, full mechanization may cost more than it's worth: "In our methods laboratory at RPI, students worked out a system for packing different-coloured toothbrushes in small boxes and then putting these boxes into a larger carton. The manual method they developed is more economical than the identical job now being done by machine in a toothbrush factory."

Kenneth R. Geiser, laboratory engineer with General Electric Co.: "Businessmen who don't swing to automation, if they can use it, will lose ground to their competitors. Those who swing too far, too fast, may lose their shirts."

Herbert A. Franke, automation manager of Ford Motor Company's Buffalo plant: "For companies doing large-volume production of standardized items, automation is

a necessity. But for the firm turning out goods in smaller quantities, the determining factor should be the estimated savings in production costs."

Dr. Howard T. Engstrom, computer expert for Remington Rand Corporation: "The impetus for more completely automatic offices and factories will come from individual business men who know what specific production problems they want solved."

Dr. C. C. Hurd, Director, Applied Science Division, International Business Machines Corporation, agreed that engineers can now build almost any kind of machine, no matter how complicated, if the user can describe just what he wants it to do.

The most controversial aspect of the trend toward automatic factories, the article continued, is what will happen to the nation's employment picture, and what will be the fate of the individual worker in the push-button plant of the future. CIO President Walter Reuther's address to the CIO's 1954 convention, the article recalled, expressed the fear that the swing to automatic plants may bring widespread unemployment in the change-over period.

Many businessmen don't agree that automation will bring mass unemployment, the article said. They are, it continued, more inclined to feel that increased production, made possible by mechanization, will create demand by lowering costs, and thus over the long run put more people to work. Ralph Cordiner, President of General Electric Co., was quoted as saying: "We must plan mechanization at an increasing rate if we are to meet the production demands that will be made upon us. Using my own electrical manufacturing industry as an example, we know we must be able to double our production in the next ten years. This is typical of the task facing all fast-growing industries. And yet we also know that the available work force will increase only 11 per cent by 1964."

International Business Machines Corporation's Dr. Hurd saw no job menace in automation. "It will create more jobs and increase the ability of people to consume," he said. "It is the key to less human effort in the future and to an increase in our standard of living tomorrow."

The article quoted from a study recently published by the National Manpower Council at Columbia University (L.G., Jan., p. 23):

"Many of today's electricians will have to learn electronics. Pipefitters may have to learn hydraulics. A skilled worker who formerly measured with calipers and used a micrometer will soon have to learn to

work to tolerance measured with light waves. There may be almost no place left for the unskilled industrial worker."

Through forward-looking programs of retraining and up-grading, the article went on, many of the rough spots—when additional automation systems are installed—can be smoothed out. Prof. Martin of Rensselaer Polytechnic Institute was quoted again: "Each additional automation system installed must inevitably increase the amount of set-ups, maintenance and repair work. Consequently, automation tends to generate an increased demand for highly-trained scientists and engineers, and for skilled mechanics with specialized training in adjustment, maintenance and repair of the complex electrical, mechanical, electronic, hydraulic and pneumatic apparatus which automation systems are likely to include."

Mr. Franke, of the Ford Motor Company, said:—

"Automation results in a greater demand for many skilled maintenance and repair technicians. Right now, in spite of automation, Ford Motor Company has by far the highest employment in its history. We find that automation will replace dangerous jobs with safer, easier, better jobs that hold more interest for the men doing them."

One typical automatic operation, the article mentioned as an example, required only 22 men on the factory floor compared with 100 previously. But 225 specialists were required to take care of maintenance. Too, the article pointed out, a plant making coil springs for automobiles reduced its spring assembly line from 248 men to 38 by installing new automatic machinery. In a short time, it was producing 4,000 more and better coil springs a day. The men freed from the old assembly line were put to work manufacturing an entirely new product developed by the same manufacturer.

There is no question that automation will continue to increase in the industries that can make best use of highly-mechanized production lines, the article continued. It then listed suggestions for employers who are changing to push-button operations:

(1) Put renewed emphasis on good employee relations. Confer with workers on contemplated changes in production methods, and tell them in as much detail as possible how the changes will be made. Work with union representatives to determine what new job designations will be needed, and how many workers can be up-graded as some of the more irksome, repetitious manual operations are shifted to machines. Better-trained supervisors may be needed in some



plants because, with automation, many workers will be engineers or highly-skilled maintenance specialists. It may take more care and understanding to work with these employees than with the rank-and-file factory hands.

(2) Adopt an in-plant retraining program, to retrain as many workers as possible at company expense. Co-ordinate new hiring to fit in with the installation of new machinery.

(3) Time the change-over to automation to fit already-projected expansion programs. Even the most automatic installation provides some new jobs. In the day-to-day course of events, employees retire, die, quit, are transferred, or are discharged. Many companies plan to introduce new labour-saving machines to fill such gaps without having to displace anyone.

(4) Study in advance the problems that will arise in a highly-mechanized plant and be prepared to meet them. For example, workmen's compensation experts are becoming increasingly concerned with the question of noise in industrial plants. Miss Mary Donlon, formerly Chairman of the New York State Workmen's Compensation Board, recently told a joint legislative committee that "there is scientific reason to believe that the problem of environmental

noise in work places will be worse, not better, as plants convert to automation. That is one of the phases of the current trend to automation to be kept in mind, as proposals for writing occupational deafness out of the Workmen's Compensation Laws are up for consideration."

(5) Make sure that all levels of the production team—union leaders, foremen, middle-management executives—understand the possible effects—both good and bad—of automation. Since it may mean immediate unemployment for some workers, an orderly plan to aid employees whose displacement is unavoidable should be set up. This would include as much advance notice as possible, help in finding a job elsewhere, and severance pay.

"Automation may also mean safer jobs," the article concluded, "because often processes can be controlled from a switch panel some distance from the machinery. It can safeguard employment by insuring a better competitive position for the manufacturer. It can raise the dignity and stature of labour by freeing men for tasks that make greater use of their capacities."

## Detroit Automobile Executives See Automation Creating More Jobs

No unemployment problems are predicted by leading executives of the American automobile industry from the rise of "automation". They believe automation means more jobs and better ones in an expanding economy, according to a survey recently conducted by United Press correspondent Rey W. Brune.

G. G. Murie, a Ford Motor Company executive, said automation "should have no abrupt or harsh impact upon our working population—no more than the gradual shifting of employment from dying industries to new industries".

Del Harder, Ford Vice-president who coined the word "automation" eight years ago, said people who claim the new techniques will cause widespread unemployment "just don't know what they're talking about."

"Automation will do just the opposite," he said. "It will create more jobs, create more products at less cost, and increase the ability of people to consume. It is

the key to less human effort in the future and an increase in our standard of living of tomorrow."

Harlow H. Curtice, General Motors President, pointing out that GM employment since 1940 had increased, said "the addition of 287,000 men and women to our payrolls in only 15 years proves that technological improvements do not wipe out jobs. Technological improvements create jobs. The whole economy benefits."

R. H. Sullivan, a Ford Vice-president, said the "whole labour force will be up-graded in technical skills" as a result of automation.

William C. Newberg, President of Dodge, believes "speed, safety and quality" are the top benefits of automation rather than any reduction in labour requirements. The machines can work faster than human beings. Workers are exposed to fewer hazards. Higher and more uniform standards of quality can be maintained, he explained.

## CMA President Sees Better Living, Extra Benefits from Automation

J. A. Calder, President of the Canadian Manufacturers' Association, said in an address last month that with the advent of automation productivity would be raised immeasurably, with a consequent rise in the standard of living and expansion of service industries. Production costs, he

said, would be lowered and increased benefits produced in goods, prices, real wages and hours of work.

Automation would mean that employees would perform less of the manufacturing works themselves, Mr. Calder said. A

broad up-grading of labour would occur: the unskilled would be made into highly-trained maintenance men and skilled tradesmen into technicians.

Mr. Calder said machines never did and never would put people out of work for

more than a temporary period. He said that a readjustment period was necessary but when it was over workers and all members of the population would, as in such advances in the past, enjoy a standard of living not previously thought possible.

## President Eisenhower Sees Automation Creating No Serious Unemployment Problem

President Eisenhower believes that automation will not create a serious unemployment problem. He told his weekly press conference on March 16 that there will be more rather than less work to do in the years ahead.

The danger of automation often has been exaggerated, he said. The United States economy will take the growing use of automatic production devices in stride, he declared.

It would be false to assume that the amount of work will remain static in a country that is trying to expand its economy, he said. The amount of work will increase not only because the economy

will expand but also because men will have other needs and other desires and will want new things to do and to use, the President said.

### Unionist Says Automation "Either Boon or Disaster"

A United States labour official says automation is "as great a revolution as machine production itself". Al Harnett, Secretary-Treasurer of the International Union of Electrical Workers (CIO), last month in an interview said the trend towards automatically operated factories can result in "either a boon to mankind or a disaster".

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# The Effective Use of Womanpower . . .

...is subject of two-day conference sponsored by U.S. Women's Bureau and attended by 350 delegates from government, universities, industry, business and labour. Four Directors of Women's Bureau were present

"The Effective Use of Womanpower" was the subject of a two-day conference recently held in Washington, D.C., under the auspices of the Women's Bureau of the United States Department of Labor. The delegates, numbering some 350, included representatives of other departments of government, women's organizations, foreign embassies in Washington, universities, colleges, industry, business and labour.

Four Directors of Women's Bureaus attended the conference: Miss Marion V. Royce, Director, Women's Bureau, Department of Labour, Canada; Mrs. Alice K. Leopold, Director, Women's Bureau, U.S. Department of Labor; Miss Mary Anderson, first Director of the U.S. Bureau; and Fujita San, Director, Women's and Minors' Bureau, Japan.

The Secretary of Labor, James P. Mitchell, in opening the Conference stated that the nation's work force, not having kept pace with recent technological advances, is inadequate to meet the needs of the American economy. Women constitute

one-third of American wage earners, and in addition to the 20 millions already at work, there are 11 million more women who would be available should a national emergency require an extension of the economy. Yet, at present, despite the fact that women have entered more than 400 occupations, there is a minority of skilled women in the work force, and the tendency is for them to concentrate in a comparatively few types of work. Because women's contribution is needed, the Conference had been called to make the public more aware of women's place in the economy of the nation and to consider how their area of service can be broadened, he said.

In the words of Eli Ginzberg, Director of Research for the National Manpower Council, the presupposition was that the American woman of the future would be working at a job except when her children were of nursery age. In his opinion only increased immigration, a highly unlikely future source of manpower, could change this trend.





Four Directors of Women's Bureaus are interviewed by two women of the press during a Washington conference on "The Effective Use of Womanpower": from left to right, R. Cowan, Associated Press; H. Thomas, United Press; M. V. Royce, Director, Women's Bureau, Department of Labour, Canada; Fujita San, Director, Women's and Minors' Bureau, Japan; M. Anderson, 1st Director of the U.S. Women's Bureau; and Mrs. A. K. Leopold, present Director of the U.S. Women's Bureau.

In the discussions there was no talk of discrimination against women; emphasis was given to the new occupational opportunities that can and should be opened up for them in order to ensure an efficient labour force. At the same time, however, there was realistic facing of the dilemma of women's role in present-day American society.

"In a society that expects *one* right answer to every problem, there is no generally accepted role for the American woman," said Dr. Marie Jahoda, Director of Research in the Center of Human Relations of New York University. The word "role" to the social psychologist suggests "the customary expectations of how a person in a given position should behave," she explained.

Dr. Jahoda pointed out that the role of a man is more clear. He should go out and make a living, found a family and provide for his family. If he does not found a family, he knows he is different from the norm. Traditionally the role of women was equally clear cut, but today there are many conflicting and incompatible expectations with respect to women's place.

Dr. Florence R. Kluckhohn, Cultural Anthropologist from the Laboratory of Social Relations of Harvard University, traced the historical developments of these

contradictory elements of women's role and analysed them in the light of accepted values of American society. She described the "core" values of American society thus:

An emphasis upon individualistic human relationships, a belief that natural forces are to be exploited, or at least harnessed, by man for his own use, a great stress upon an action or accomplishment type of personality, a firm conviction that it is always the future to which one must look and strive for, and a conception of human nature as being in need of perfection through self control; these are in a brief phrasing the solid core of value orientations in the American way of life. Or, at least let us say they are the core of what is dominantly and ideally the American way of life.

The role of men, chiefly an occupational one in which they pursue a goal of individual success, is an expression of the dominant values of society. The expected behaviour of women in the domestic role as mother-wives and housewives, on the other hand, is one of dedication to group rather than individual goals. Again, whereas it is assumed that a man should be "future oriented", a woman is expected to reflect the man's glory in his mounting success. "The resulting insularity of the roles of the two sexes is related to a feeling of partial participation of which many women complain," said Dr. Kluckhohn. "These differences have

created a gap between the interests of husbands and wives which widens with each passing year."

At the same time, however, she suggested evidences of a trend towards closer unity. Family size in certain sectors of society is increasing, and fathers are sharing in the day-to-day responsibilities of child rearing. But women's demand for participation in the occupational world introduces another factor into the changing pattern. In the nineteenth century many women of low income groups were employed, but the general effect that these women had upon the role of women in general was slight. Only now, as women of all economic groups have begun to look to occupations as a means of satisfying certain of their needs of creativity and self-expression, has there emerged a definite occupational or career component in the role of women.

The modern woman is playing a role partly geared to the dominant values of society, yet also substantially patterned in terms of variant values. This situation is made the more critical because American girls in their formative years are trained very much as boys are for an autonomous independence. All too often when girls marry they find they have had inadequate training either for the domestic role or for the representative roles which society expects of them. "We wish to be sure that girls can be independent and look after themselves if they do not marry and also be equipped to take hold of emergency situations," said Dr. Kluckhohn. "But," she added, "once having done this there is both the hope and expectation that they will not have to use the training they have received and can, as adults, switch to the more variably defined aspects of the total role for which they have not been trained."

Dr. Kluckhohn discussed also the prevalent negative attitudes towards domesticity, inbred in both men and women. "We need to give to domestic tasks the kind of evaluation that will create in women themselves a positive appreciation of the housewife role. Men must share more fully the non-economic activities that are frequently left to women, and must also grant to women the right to take their place in the occupational world."

From analysis of the role of women in present-day society, the conference turned to the consideration of the working woman "As Others See Her" and "As She Sees Herself". "As Others See Her", she was described by three men, all of whom are concerned with the employment of women: Virgil Martin, Vice-president, Carson, Pirie and Scott, Chicago; Peter Henle, Assistant

Director of Research, American Federation of Labor, Washington, and James T. O'Connell, Vice-president, Publix-Shirts Corporation, New York.

Mr. Martin described women executives as being as fully as "tough-minded" as men executives. But whereas "the male executive comes at you head on, a woman tends to avoid head-on conflict". This capacity he felt to be a potential strength, although women too often have a sense of inferiority to men in a working situation. This attitude he finds reflected in a tendency to subjective and inhibitive relationships with one another. "Women", he said, "do not help other women to advance as men help one another to do."

Mr. O'Connell described the possessive attitude of women and girls towards the machines that they operate. "Men", he said, "do not have this proprietary attitude to anything like the same degree and are therefore more flexible in employment."

Mr. Henle advocated union membership as a means of improving women's economic status and freeing them from attitudes of inferiority.

The women of the panel, Dr. Anne Garry Pannell, President, Sweet Briar College, Sweet Briar, Va.; Mrs. Helen Berthelot, Legislative Representative of the Communications Workers of America, Washington; and Miss Louise Watson, Investment Adviser, R. V. Pressprich and Co., New York, challenged and explained some of these statements, stressing the lack of opportunity for women to rise to top posts whether in education, in business or in the labour movement. They emphasized the need for greater clarity of employment policy for women, including opportunity for advancement.

Discussion of shortage occupations carried the Conference into present and future problems of the labour situation. Brig. David Sarnoff, Chairman of the Board of the Radio Corporation of America, spoke of the revolutionizing effects of the atom and the electron. He believed that the increasing automation that at present is creating an uncomfortable period of transition with accompanying unemployment, ultimately will increase the volume of work and make possible lower cost goods. Meanwhile, the extensive increase in automation in electronic accounting systems, robot typewriters and high speed and high volume techniques will make its greatest impact upon jobs typically performed by women. These technological changes will influence the type of employment available



for women and the educational qualifications required. Production will tend to give over to service as an area of large general employment.

Taking up this emphasis on service occupations, Dr. Roland R. Renne, President of Montana State College, illustrated new needs by reference to changing demography—a rising birth rate, now four million babies annually, and a longer life span which adds to the number of older persons in the population. In light of these changes, he pointed out that children will grow up uneducated and old people will be uncared for unless more women are available as teachers and nurses. He called for more imaginative ways of meeting shortages in these professions. He would provide refresher courses and training for mature women in such fields as teaching, nursing and homemaking.

Other speakers pointed out the effect of prevalently early marriages on women's occupational skills and experience. Marrying immediately after, if not before, finishing their schooling, women in the future will lack essential training and be unable to accept any but the most routine jobs. Under these circumstances women's best preparation would be a broad liberal education whether of university or high school level. It was suggested, however, that women should take further study or

training in specialized fields before their children are completely grown so that when the years of mothering are finished they may be equipped to serve the community.

Commenting on the availability of women for employment, Dr. Mirra Komarovsky, Chairman of the Department of Sociology, Barnard College, New York, gave the life cycle of the American married woman as follows: "40 per cent are gainfully employed the first year of marriage, 30 per cent the second and third years. With child bearing the percentage sharply drops, only 15 per cent of mothers of children under six being employed. After 35 years of age the percentage rises again to about  $\frac{1}{2}$ , declining and remaining low after the middle fifties. At 48, when her last child leaves home, the average woman has ahead 14 years with her husband and 13 to 14 years of widowhood."

On her return, Miss Royce reported: "The Conference did not solve any of the problems either of women's role in present-day society nor with respect to their employment but did open up broad perspectives upon these questions and implied some constructive lines of approach. The challenge to work towards co-operation of men and women in the family and in the occupational world is no less in Canada than in the United States."

## Fatal Industrial Accidents in Canada during the Fourth Quarter of 1954\*

Fourth-quarter fatalities number 367, higher by two than figure for previous quarter; 67 of the deaths occurred in construction industry

There were 367<sup>1</sup> industrial fatalities in Canada in the fourth quarter of 1954, according to the latest reports received by the Department of Labour. This is an increase of two fatalities from the previous quarter, in which 365 were recorded, including 13 in a supplementary list.

During the quarter under review, seven accidents occurred which resulted in the deaths of three or more persons in each

case. On October 2, a plane crash in the Yukon Territories took the lives of the pilot, a government engineer and two guides. Five volunteer firemen of the Kingsway-Lambton, Ont., fire department were drowned October 16, when their fire truck was washed into the Humber River during a flash flood. At Montreal, Que., three painters were killed when the hooks holding the scaffold on which they were working gave way and let them fall a distance of 90 feet. Five crew members of the tug *Rouille* lost their lives off the coast of Nova Scotia on December 3, when the tug keeled over under a huge wave, filled with water, and sank.

\*See Tables H-1 and H-2 at back of book.

<sup>1</sup>The number of industrial fatalities that occurred during the fourth quarter of 1954 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

In another accident at sea three men were drowned December 4, near Powell River, B.C., when the tug *Teeshoe* sank after being struck by the propellor of a freighter. At the time of the accident the tug was pulling away from the freighter after putting a pilot on board. On December 8, five coal miners were crushed to death at Springhill, N.S., when the floor of the mine in which they were working heaved violently and buried them under tons of debris. At Montreal, Que., four transport company employees died December 21, in a fire which destroyed the warehouse of their employer.

Grouped by industries, the largest number of fatalities, 67, was recorded in the construction industry. Of these, 24 were in miscellaneous construction, 23 in buildings and structures and 20 in highway and bridge construction. In the previous three months 86 fatalities were listed in this industry, including 39 in highway and bridge construction, 27 in buildings and structures and 20 in miscellaneous construction.

Accidents in the mining industry resulted in the deaths of 59 persons during the quarter under review, 27 occurring in metalliferous mining, 17 in coal mining and 15 in non-metallic mineral mining. During the third quarter 54 fatalities were recorded,

including 31 in metalliferous mining, 13 in non-metallic mineral mining and 10 in coal mining.

In manufacturing there were 54 industrial deaths in the fourth quarter of 1954, of which 12 occurred in iron and steel, nine in wood products and eight in the transportation equipment group. In the previous quarter 50 deaths were recorded, including 14 in iron and steel, eight in wood products and seven in non-metallic mineral products.

During the quarter under review 52 persons died as a result of accidents in the transportation industry. Of these, 20 were in steam railways, 18 in local and highway transportation and 12 in water transportation. In the previous three-month period, 50 fatalities were listed, of which 20 were in steam railways, 13 in water transportation and nine in local and highway transportation.

Accidents in the logging industry accounted for 49 deaths during October, November and December, compared with 40 in the previous three months. During the fourth quarter of 1953, 37 fatalities were reported in this industry.

In agriculture there were 30 fatalities reported during the fourth quarter of 1954, a decrease of nine from the 39 listed in the previous three months.

An analysis of the causes of the 367 industrial fatalities during the quarter shows that 106 (29 per cent) of the victims had been "struck by tools, machinery, moving vehicles and other objects". Within this group the largest number of deaths was caused by falling trees and limbs (26), automobiles and trucks (15) and landslides or cave-ins (12). "Collisions, derailments, wrecks, etc.," were responsible for 104 of the deaths during the period. These included 46 fatalities as a result of automobile and truck accidents, 29 involving watercraft and 14 tractor or loadmobile accidents. "Falls and slips" were responsible for 59 fatalities during the period; 54 of the deaths were caused by falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 101. In British Columbia there were 77 and in Quebec 72.

During the quarter under review, there were 143 fatalities in October, 119 in November and 105 in December.



## 50 Years Ago This Month

Plasterers receiving \$4-\$6, carpenters \$1.25-\$2.80—per ten-hour day  
1904 survey disclosed. Eight-hour day found in only 8 of 155 centres

Plasterers were receiving higher wages than carpenters and lathers in Canada in 1904. Continuing its series of studies on wages and working conditions in various trades, the *LABOUR GAZETTE* in the April 1905 number said that as a rule wages were higher for these workers in the larger centres of industry than elsewhere.

In Montreal and Halifax, carpenters were earning \$2.25 for a ten-hour day, \$2.40 to \$2.80 for ten hours in Toronto and \$5 in Vancouver for a nine-hour day. Smaller centres such as Pugwash, N.S., and Welland, Ont., reported wages of \$1.75 and \$1.80 respectively, for a ten-hour day.

Top wages for plasterers were being earned in British Columbia, where the lowest daily rate, \$4 was being paid in Victoria, and the highest, \$6, in Nelson and Similkameen.

Wage rates for carpenters ranged from a low of \$1.25 a day in Paspebiac, Que., for a work week of 70 hours to a high of \$4 in London, Ont., for a 60-hour week. Lathers received top wages of \$6 daily in Similkameen, B.C., for a work week of 60 hours and the lowest wages recorded in the survey were found in such areas as Welland, Ont., and Chicoutimi, Que., where \$1.25 per day was the standard rate.

The Department of Labour's study was based on returns received from 155 localities. Of these, 111 showed that carpenters worked a ten-hour day, 38 indicated a nine-hour day and six, an eight-hour day. Of the 105 returns concerning lathers, 71 reported a ten-hour day; 26, nine hours and eight, an eight-hour schedule. The 124 replies on plasterers showed 81 reporting ten hours; 36, nine hours and six, a period of eight hours as the standard day. One reply reported an eight-and-one-half-hour day.

For purposes of comparison, the article repeats statistics from a survey made in the period 1890-1. The average individual yearly wage at that time for carpenters was estimated at \$290.99. The highest annual wage earned was \$617.35, in British Columbia, while the lowest, \$178.09, was reported for Prince Edward Island. It was estimated that between 1880 and 1890 carpenters' wages had increased by about 30 per cent.

Nine labour disputes, two more than in the previous month, were reported for March 1905. Six began in the month and three in previous months.

About 351 workers in 23 establishments were directly affected by these disputes. The loss of time was estimated at approximately 6,970 days, an increase of about 950 compared with February and of 4,725 compared with March 1904.

Of the disputes beginning in March, two were in the woodworking trades. The remaining four affected the metal and ship-building trades, the printing industry, food and tobacco preparation and miscellaneous trades.

Egg, butter, bacon, pork and lard prices continued high during March, the *GAZETTE* reported. Bread price increases were noted in several centres, with 11 and 12 cents a loaf being common in Ottawa and Hull.

The approach of the spring rental season highlighted the scarcity of new housing, particularly in Ontario. Housing at moderate rentals was said to be "exceedingly difficult to obtain" in Toronto, Hamilton, London and Guelph.

Several wage changes were recorded in the country with the advent of spring. Skilled farm labour in Ottawa was being paid \$200 a year with board; inexperienced labour, from \$100 to \$120 a year with board.

In the building trades industry, painters and decorators in Belleville, Ont., had their hours reduced from nine to eight per day while Ottawa stonemasons received a three-cent-per-hour wage increase, bringing their hourly rate to 45 cents.

Job printers in Winnipeg received a \$2 a week increase, bringing their minimum wage up to \$20, while printers and pressmen in Windsor, Ont., gained an eight-hour-day.

Immigration to Canada for February continued at a high rate, according to figures released by the Department of the Interior. Among the new arrivals for the month were 676 from the United States, 2,908 from the British Isles and 926 from other areas.

For the first two months of 1905, immigrants numbered 6,585, compared with 5,141 for the same period in 1904.

# International Labour Organization

## 128<sup>th</sup> Session of Governing Body

Orders Director-General to name committee of independent persons to prepare report on extent to which employer and worker organizations in ILO member countries are free of government domination or control

The Governing Body of the International Labour Organization at its 128th session last month ordered Director-General David A. Morse to prepare a report on the extent to which employer and worker organizations in 70 ILO member countries are free of government domination or control.

The proposal, submitted by the government group and supported by the employer and worker groups, instructed Mr. Morse, after consultation with the officers of the Governing Body, to name a committee of independent persons to prepare the report for submission to the Governing Body in October, if possible.

The Governing Body would then decide what action might be taken to deal with the situation revealed by the report.

The inquiry was ordered after consideration of a proposal from the worker members, supported by the employers, for the appointment of a sub-committee of the Governing Body to consider changes in the ILO constitution which would guarantee the naming of "free and independent" worker and employer delegates to ILO meetings.

Wages and related elements of labour costs in European countries will be studied by a group of statistical experts following approval of the Governing Body, by a vote of 33 to 0, with three abstentions, of a proposal made by Mr. Morse as a result of the European regional conference (see below). Among other things, the group will study the cost of social programs to employers and the benefits received by workers through the operation of such plans. For the first time, internationally comparable data on these topics will be available.

In addition, the social aspects of problems of European economic co-operation will be the subject for investigation by a group of experts, the Governing Body decided. On the basis of the conclusions of the two committees, the Director-General will submit suggestions to a later meeting of the Body for arranging a tripartite examination of the findings.

The International Labour Organization will participate in the forthcoming International Conference on Peaceful Uses of Atomic Energy, meeting in Geneva, August 18, the Governing Body decided. A memorandum, considered by the 40 government, employer and worker delegates, noted that some existing industries will disappear, involving loss of work for the employees concerned and that new industries will develop, creating new problems when atomic energy is introduced.

The ILO, the memorandum stated, must be prepared to consider international standards and action in the future concerning such problems as the conditions of employment of workers in these industries; adequate protection of life and health; social security questions, and other problems arising out of technological advances.

The 15th report of the Governing Body's Committee on Freedom of Association was approved during the four-day session. Of the charges against 22 governments, five, referring to Brazil, France, French Morocco, the United States and Greece, were closed. Others, involving French Morocco, the Union of South Africa, the United Kingdom (Southern Rhodesia), Guatemala and Pakistan, resulted in conclusions to be brought to the attention of the governments concerned.

In addition, the Governing Body:—

Postponed until its May meeting a vote on a worker proposal, supported by the employers, for the appointment of an ILO committee on forced labour to continue the work accomplished by the UN-ILO *ad hoc* committee on forced labour (L.G., 1953, p. 1131).

Decided to ask member governments whether they favoured new international standards designed to benefit fishermen, including the age of admission to employment, medical examinations, work contracts and accident insurance.

Approved a preparatory meeting, to be held late in 1955, leading towards a possible international standard on social security protection for personnel engaged in international transport.



Approved a 1956 budget of \$7,395,729, about \$400,000 higher than the 1955 budget, that will be submitted to the International Labour Conference in June. Because of the increase in ILO membership, the contributions of most member countries will be reduced.

The Canadian delegation was headed by A. H. Brown, Deputy Minister of Labour,

who is Canadian Government Member of the Governing Body. Other members of the delegation were Paul Goulet, Director of the ILO Branch, Department of Labour; Hector Allard, Canadian Permanent Delegate to the European Office of the United Nations; and J. E. G. Hardy, of the Canadian Embassy in Rome.

## European Regional Conference

25 member countries attend ILO's first regional conference in Europe, called to discuss advancement of European productivity, social standards. Resolutions on housing, social security, retirement approved

Greater confidence in the future with more attention to increasing productivity and less reliance on restrictive devices were prescribed in Director-General D. A. Morse's report to the International Labour Organization's first European Regional Conference, held in Geneva, January 24 to February 5.

Worker, employer and government delegates from all European member countries, with the exception of Albania and Iceland, discussed the role of workers and employers in programs to raise productivity in Europe; financing of social security benefits; the age of retirement; and other European issues. Delegates from 25 countries in all were in attendance.

Mr. Morse's report pointed out that a detailed elaboration of practical measures for the strengthening of economic ties cannot be left to governments alone. "Employers' and workers' organizations have a very special and important part to play in spreading this knowledge and understanding which are essential if solid progress towards closer economic integration is to be made. They also have important practical tasks to perform in devising and applying measures to make it as easy as possible for labour and enterprise to move, when this is necessary, from less efficient to more efficient industries and undertakings."

### Productivity

During its sessions, the Conference recognized that "a substantial increase in standards of living and human welfare depends to a large extent upon the achievement of higher productivity and on the equitable distribution of the benefits of such higher productivity as well as of the total national income". By 47 votes to 37,

The older workers almost always bear the brunt of residual unemployment that proves so troublesome to employment exchanges, the ILO said in a report prepared for discussion at the European Regional Conference.

"Paradoxically enough," says the report, "unemployment among older workers is most acute in those occupations where the effects of advancing years are quite unimportant and where older workers could normally be most suitably employed, whereas in the roughest and unhealthiest occupations, which are avoided by young people, the proportion of older workers is very high."

"There can be no question that the large-scale unemployment among older workers in non-manual occupations is chiefly due to the attraction of these occupations for young people who, rightly or wrongly, look upon them as far preferable to manual work."

with five abstentions, the Conference adopted a resolution outlining the role that employers and workers and their organizations as well as the ILO could play in raising productivity in Europe.

The resolution declares that in programs to raise productivity the emphasis should be laid upon more effective work through the improvement of methods and not upon harder work, and that there should be no risk to the safety or health of the workers. The resolution also called for adequate measures to prevent higher productivity from leading to unemployment.

The resolution went on to note that benefits from increased productivity should be equitably distributed among capital, labour and consumers. It cited the experience acquired by the ILO in providing technical assistance in the raising of productivity to governments of a number of countries outside Europe.

Raising the age of retirement without increasing the number of available jobs would increase the number of unemployed, the ILO said in a report prepared for discussion at the European Regional Conference.

A pensionable age already in force should rarely be raised as a means of dealing with financial or other problems resulting from the level at which it is fixed, the report also said. A much more desirable alternative is the application of measures that introduce greater flexibility in the relationship between such age and the age of retirement or that at which pensions are actually drawn.

The report adds that the postponement of retirement by numerous workers until some time after the pensionable age would be advantageous for the workers themselves, the general economy and, potentially, for old age pension finances.

### Retirement and Pensions

By a vote of 65 to 17, with three abstentions, the Conference approved a resolution suggesting a set of principles for the guidance of the various European countries regarding pension and retirement plans. The main principles recommended are:—

Legislation to provide for every worker who has completed a full working life to be able to retire and rest with an adequate pension.

The minimum pensionable age to be fixed, as a general rule, within the range of 60 to 65 years.

Pensions at lower ages for occupations which are arduous or unhealthy.

Workers who have reached the pensionable age but who are willing and able to continue work should be given an opportunity to do so if suitable employment is available and provided this does not prejudice younger workers.

The amount of pensions in payment should follow the same trend as the general level of the cost of living.

The ILO Convention requiring periodical medical examination of persons employed on most sea-going vessels will come into force in August.

The Convention was adopted by the Maritime Session of the International Labour Conference at Seattle in 1946 but was to come into force only after ratifica-

### Financing Social Security

Concerning the cost of financing social security, the Conference adopted, by 68 votes to 18, with three abstentions, a resolution stating among other things that an international comparison of methods was necessary in order to find appropriate solutions to problems of economic co-operation between all European countries.

The resolution asked the ILO to continue to expand its efforts to assemble basic statistical data, to study the evolution of the said systems and to compare the methods of financing social security and other social advantages granted either to the workers or to the population as a whole.

### Housing

Recognizing the importance of housing in workers' standards of living, the Conference, by a vote of 80 to 0, with six abstentions, adopted a resolution recommending a series of measures in this regard. The recommendations:—

An objective of national policy should be to ensure the minimum requirements for the accommodation of the people of the country, taking account of the size of families.

In each country there should be one central body with responsibility for formulating and developing long-term and short-term national housing programs.

The development of long-term housing programs, the resolution said, will substantially contribute to the maintenance of building activity, to the reduction of seasonal unemployment, to the increase of productivity and to the effective reduction of building costs.

Governments should especially endeavour to promote the construction of low-cost housing at reasonable rents for the broad mass of the people.

In order to promote housing construction, appropriate measures should be taken to stimulate increased investment in housing by private capital, in addition to financing by public funds.

tion by at least seven of the world's principal maritime countries. At least four of these countries were to have a million tons of shipping each.

Ratifications have now been registered by Argentina, Belgium, Bulgaria, Canada, France, Italy, Norway, Poland, Portugal and Uruguay.



## 4<sup>th</sup> Session, Chemical Industries Committee

Continuing increase in productivity would make major contribution to higher living standards but, Committee warns, steps should be taken to ensure that higher productivity does not result in unemployment

A continuing increase in productivity in the chemical industries which would make a major contribution to the promotion of higher standards of living and the health, welfare and future sustenance of a growing world population was recommended by the fourth session of the Chemical Industries Committee\* meeting in Geneva, February 7 to 21.

The session, attended by government, worker and employer delegates from 21 important chemical manufacturing countries, including Canada, also adopted five danger symbols to be used throughout the world to identify the chief types of dangerous substances.

### Productivity

Concerning productivity, the Committee emphasized that workers should receive an equitable share of the direct and indirect benefits obtained from increased productivity. It said that increased productivity should not adversely affect the moral, physical or material well-being of labour generally, nor should it be achieved at the expense of human dignity.

All possible measures should be taken by employers and governments to ensure that higher productivity does not lead to unemployment, the Committee warned.

The Committee noted that work study was rapidly taking its place in some countries as an additional factor in securing increased production. While not an exact science, work study could provide a more equitable basis for incentive schemes and might help to make such schemes acceptable to workers. There should be consultation with trade unions, with workers or their accredited representatives before systems of payments by results were introduced. It added:—

“It is recommended that all possible steps should be taken, in countries where it is appropriate, to encourage the development of systems of wage payment based upon work study so that workers’ earnings may be related to their productive performance in terms of quality as well as quantity of work.”

\*ILO industrial committees were inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

The resolution also stressed the need for good human relations and for active co-operation between employers and workers.

### Danger Signals

The five danger symbols adopted by the Committee are intended for use in international trade to give warning of the main categories of danger associated with the handling of dangerous substances—explosion, fire, poisoning, corrosion and radioactivity. The symbols, designed to be simple and striking in effect, convey the warning without the aid of text.

In addition, the Committee stressed the value of appropriate labels for the protection of workers and urged the ILO, in collaboration with other international organizations, to promote the greatest possible uniformity between the systems of labelling dangerous substances in use in the various branches of transport and in the manufacturing industry “on the basis of the danger symbols adopted by the Committee”.

The Committee also suggested that the ILO should:—

Collect further data on occupational diseases in the chemical industries, their incidence and protective measures against them;

Furnish information on vocational training methods which have proved to be the most satisfactory.

### Canadian Delegation

The members of the Canadian delegation were as follows:—

*Government Delegates:* John Mainwaring, Chief, Labour-Management Research Division, Economics and Research Branch, Department of Labour, and Dr. Kingsley Kay, Chief, Laboratory Services, Occupational Health Division, Department of National Health and Welfare.

*Employer Delegates:* S. C. Jones, Manager, Employees Relations Department, Canadian Industries (1954) Limited, and William M. Kirk, Director of Industrial Relations, Dow Chemical of Canada, Ltd.

*Worker Delegates:* Silby Barrett, Assistant to the President of District 50, United Mine Workers of America, and W. D. Kearns, Secretary, Toronto and District Trades and Labour Council.



Numerous congratulatory messages were extended to the Maintenance of Way Co-operative Committee of the Atlantic Region, Canadian National Railways, Moncton, N.B., when it recently marked its 25th anniversary.

A special meeting of the committee was held to observe the occasion, and CNR President Donald Gordon, who was unable to attend in person, sent the following wire to the group:—

“...Co-operation between men and management is every bit as important today as it was 25 years ago. It promotes mutual understanding and benefit in which we all share. Best wishes for future success and profitable operation.”

Representatives of management in attendance at the meeting included: G. R. Doull, Regional Chief Engineer, who acted as chairman; E. W. G. Chapman, Assistant Chief Engineer; R. P. Puddester, Engineer, maintenance of way; and P. F. Padberg, General Store Keeper, all of Moncton. G. R. Hayes, Vice-President and General Manager for the Atlantic Region, attended the meetings as an observer.

The employees were represented by the following senior officials of the Brotherhood of Maintenance of Way Employees: J. E. Roy, General Chairman, Ottawa; G. A. Biddiscombe, Vice-Chairman, Saint John, N.B.; and H. J. Hennessy, Assistant General Chairman, Charlottetown, P.E.I.

George W. Yorkton, Amherst, N.S., of the Labour-Management Co-operative Service, Industrial Relations Branch, Department of Labour, Canada, attending the meeting as an observer, commended the committee on its fine record during the past 25 years, and added:—

“In the course of carrying out my duties, devoted to the establishment of labour-management production committees, and better human relations between employers and employees, I often refer to your group as an outstanding example of what people can achieve when they work together to accomplish any given task.”

Vice-President and General Manager G. R. Hayes extended his congratulations

to the group on the successful completion of 25 years of operations. Addressing the meeting, he said in part:—

“It is only by co-operation that we can work together in the railway's interest, as well as in the interest of the employees. This committee has built up an enviable record in this respect.”

Speaking on behalf of the employees, G. A. Biddiscombe, Vice-chairman of the Brotherhood of Maintenance of Way Employees, assured the gathering of his group's loyal co-operation, stating that they were trying to do all that they could in this respect.

Mr. Biddiscombe noted that there had been benefits for both employees and management through the committee's activity, and that the employees try to contribute in every way possible towards its success. He assured the meeting that they would continue to do so, and expressed his belief that co-operation had been a leading factor in cutting down expenses, and had helped in many other ways.

\* \* \*

Recognition by a leading West Coast unionist of a need for closer day-to-day labour-management co-operation, of the calibre achieved by committees composed of both groups engaging in joint discussion, was evident in a statement made recently. In a message to union officers, he said:—

“Judging from discussions with management during the past year, I would say that generally management is beginning to see that there must be a better approach to solving the everyday problems that arise for both management and labour, the solving of which would make work easier, production methods more efficient and happier employees.

“It must be thoroughly understood that such committees are not set up to dominate either one group or another, but are designed to benefit through co-operation those who are responsible for production and those who make production possible. It follows, naturally, a gain for one must result in a gain for all.”

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.



# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during February. During the month, the Board received three applications for certification and one request for review of a Board decision.

### Applications for Certification Received

1. International Association of Bridge, Structural and Ornamental Iron Workers, Local 720, on behalf of a unit of riggers employed by Dutton-Mannix Company, Whitehorse, Y.T. (Investigating Officer: D. S. Tysoe).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of a unit of marine engineers

employed by Canadian National Railways in its Newfoundland Steamship Service (Investigating Officer: B. H. Hardie).

3. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of a unit of office personnel employed by Canadian National Railways in its Regional Accounting Office, Winnipeg, Man. (Investigating Officer: J. L. MacDougall).

### Request for Review of Decision

Canadian Air Line Dispatchers' Association, applicant, and Trans-Canada Air Lines, Montreal, Que., respondent (Investigating Officer: C. E. Poirier) (L.G., Sept. 1945, p. 1318).

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During February, the Minister appointed Conciliation Officers to deal with the following disputes:—

1. Coastal Towing Company, Vancouver, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: D. S. Tysoe).

2. Canadian Pacific Air Lines Limited and Canadian Airline Flight Attendants' Association (Conciliation Officer: G. R. Currie).

3. Yukon Consolidated Gold Corporation Limited, Dawson City, Y.T., and Dawson Miners' Union, Local No. 564, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie).

4. National Harbours Board and National Harbours Board Employees' Association, Prescott, Ont. (Conciliation Officer: F. J. Ainsborough).

5. National Harbours Board, Halifax, N.S., and Division No. 231, Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: D. T. Cochrane).

### Settlements Reported by Conciliation Officers

1. National Harbours Board, Saint John, N.B., and National Harbours Board Employees' Federal Union No. 24 (Conciliation Officer: H. R. Pettigrove) (L.G., March, p. 298).

2. Coastal Towing Company, Vancouver, and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: D. S. Tysoe) (L.G., March, p. 298).

3. Canadian Marconi Company Limited, Montreal, and Commercial Telegraphers' Union, Canadian Marine Radio Division, No. 59 (Conciliation Officer: R. Trépanier) (L.G., March, p. 299).

4. Coastal Towing Company, Vancouver, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: D. S. Tysoe). (See above.)

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

## Conciliation Boards Established

1. CKOY Limited, Ottawa, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. L. O'Neill) (L.G., March, p. 298).

2. Canadian Overseas Telecommunication Corporation and Overseas Communication Union, Local 272 (Conciliation Officer: R. Trépanier) (L.G., Jan. p. 61).

## Conciliation Board Reports Received

During February, the Minister received the majority and minority reports of the Board of Conciliation and Investigation established in September to deal with matters in dispute between CKCV Limited, Quebec, and the National Association of Broadcast Employees and Technicians (L.G., Dec., p. 1725). The text of the reports is reproduced below.

During February, the Minister received the majority and minority reports of the Board of Conciliation and Investigation established in September to deal with matters in dispute between CHRC Limited, Quebec, and the National Association of Broadcast Employees and Technicians (L.G., Dec., p. 1725). The text of the reports is reproduced below.

## Settlement Following Board Procedure

Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (L.G., March, p. 300).

## Strike Action Following Board Procedure

1. CKCV Limited, Quebec, and National Association of Broadcast Employees and Technicians. (See above.)

## Scope and Administration of Industrial

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

## Relations and Disputes Investigation Act

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department, in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



# Report of Board in Dispute Between

CKCV Limited, Quebec

and

National Association of Broadcast Employees and Technicians

We wish to submit the following report in connection with the dispute between the National Association of Broadcast Employees and Technicians, on the one hand, and CKCV Limited, Quebec, on the other hand:—

The points in dispute specifically submitted to us are those which are listed in the report submitted on September 9, 1954, by Mr. Pepin, Conciliation Officer, to Mr. M. M. Maclean, Director of Industrial Relations.

In the present case, we have held eight sessions, one for the swearing in and for consideration of the file and the others for purposes of investigation. During the latter, many witnesses were heard and close to 60 exhibits were filed.

We have also held a special session to hear representatives of the parties, and, finally, a written report was submitted to us by counsel for the employer.

We have had private sittings on January 11, 12, 17, 18, 21 and 22 and we have taken even more time than the Act provides for, for the drawing up of a complete and final version of the present report.

The two most important questions were the following:—

(a) Union Security.

(b) Salaries.

We have unanimously agreed that, in the consideration and study of all the points in dispute, we should constantly bear in mind different essential factors, the main ones being the following:—

1. A first agreement is involved and there is reason for taking precautionary measures in order to ensure that relations between the employer and the employee, which, according to the evidence have always been good in the past, would not in future lose this characteristic because of the conclusion of a collective agreement.

2. This case concerns a private station, and its potentialities as far as income and operational methods are concerned are obviously not comparable with those of the state-operated stations, nor are they wholly comparable with those of such important stations as CKAC La Presse and CKVL Verdun.

3. Comparisons between conditions existing in the City of Quebec and those which

During February, the Minister of Labour received the majority and minority reports of the Boards of Conciliation and Investigation established to deal with matters in dispute between the National Association of Broadcast Employees and Technicians and (1) CKCV Limited, Quebec, and (2) CHRC Limited, Quebec.

Mr. Justice Gérard Lacroix, Quebec, was Chairman of both Boards. Philippe Vaillancourt, Montreal, was the union nominee to both Boards. Arthur Matteau, Montreal, was the company nominee to the Board dealing with the dispute affecting CKCV Limited and Eugene Lacasse was the company nominee to the Board that dealt with the dispute affecting CHRC Limited.

The majority reports, which under the provisions of the Industrial Relations and Disputes Investigation Act constitute the reports of the Boards, were submitted by the Chairman and the companies' nominees. The minority reports were submitted by Mr. Vaillancourt.

The texts of the majority and minority reports are reproduced below.

may prevail in such centres as Montreal and Toronto must necessarily take into account a differential which is very real.

We are happy to say that the representatives of both parties have endeavoured to submit, either through witnesses or by way of documents, information as complete as they were able to make it, and that they have shown a spirit of co-operation which was greatly appreciated by the members of the conciliation board.

The proceedings were carried on in a very friendly atmosphere, and this made our work easier and more agreeable.

All questions submitted were debated at length and we now wish to inform you of our conclusions as follows:—

## Union Security

1. The union asked for the closed shop, and the company, in its counter-proposal, offered a form of maintenance of membership.

Such provision would have been in force during the life of the agreement, but it authorized any union member to tender his resignation within a prescribed period of time before termination of the agreement.

The union nominee, Mr. Vaillancourt, recommended, in the present case, some form of not fully unionized shop. Under this plan the employee, within thirty days following the coming into effect of the agreement, would have to become a member of the union as a condition of employment. He would, however, have the right to resign by giving a thirty-day notice before the termination of the agreement.

Mr. Vaillancourt is of the opinion that this plan would be more appropriate, in the present case, than a plan of maintenance of membership, because of the small number of employees at Station CKCV.

The employer nominee, Mr. Matteau, and the Chairman of the Board are of the opinion that the plan recommended in the case of Station CHRC should also apply in the present case, and they suggest the following wording:

#### *Union Security*

Any employee who is a member in good standing of the union at the time of the coming into effect of this agreement, and all those who may thereafter so become, must, as a condition of employment, remain members in good standing of the union for the lifetime of this agreement.

However, any employee who is a member of the union may resign from it without loss of employment by giving the union executive, the employer or person in charge of his offices written notice of his resignation, duly signed by him, at least thirty days before the expiration or renewal of this agreement.

2. Grafted on this union security issue, even though it was not specifically mentioned in the conciliation report, the question of the check-off of union dues was also considered.

The union asked that the check-off be made by retaining each week from the wages the sum of one and one-third per cent (1⅓%), to be taken off gross wages, including overtime.

It was also requested that the employer be obliged to deduct the special dues levied on the employee and the penalties he may have to pay his union.

The difficulty with this formula is that the check-off is not made by deducting a fixed and regular amount and that it calls for extra bookkeeping by the Company to figure it out on the wages of every employee each week.

Besides, it has been shown to us that this check-off of one and one-third per cent (1⅓%) of gross wages is really the amount the member of the union agrees to pay to the latter under his union's constitution.

We felt that we should not interfere with the relations which may exist between the union and its members and, that any change suggested by us in the form of contribution for check-off purposes would amount to such interference.

As Chairman of the Board, I feel that the check-off must be limited to the deduction of this amount of one and one-third per cent (1⅓%) of gross wages including overtime.

I do not feel that the employer should be asked to deduct the special dues or penalties levied by the union.

This concerns a new power and another transfer of credits which may vary according to circumstances and with each employee, and it does not seem fair to impose such an obligation on the employer.

On the latter part of this section concerning special dues and penalties, the company nominee agrees with the Chairman of the Board and the union nominee reserves the right to submit his opinion in the matter.

#### *Holidays With Pay*

The parties have agreed on the matter of holidays paid but not worked.

The method of pay for these holidays was the only issue left unsettled, and the arbitrators are unanimous in recommending as follows:—

With regard to the method of remuneration for these paid holidays, we were called upon to consider various suggestions so as not to deprive the employee of benefits granted him or to burden the company with extra costs.

Two things may happen:

1. An employee may be called to work on a holiday not worked;
2. A holiday not worked may coincide with the employee's weekly day off.

We must grant that the employee is entitled to all the benefits due him under the agreement.

If this benefit takes the form of a holiday not worked, he is unquestionably entitled to stay at home on that day and be paid for it.

The company has offered to pay him double time if he is called upon to work one of these holidays not worked and we feel that this is fair.

However, the company reserves the right to give him only his regular wages on that day but to give him credit for it by adding another day to his usual vacation with pay.

It goes without saying that, in such a case, the company would pay him his regular wages for this additional day of vacation.



We therefore suggest that the following clause be inserted in the agreement:

(a) Should an employee be required to work on a paid holiday, the company shall pay him double time or, if the company so wishes, it may pay him regular time provided that one additional day paid at the regular rate be added to his vacation.

(b) The same method of payment and compensation shall apply in the case where an employee is required to work on his weekly day off (in so far as the law will allow an employee to give up his day off).

(c) In the case where a paid holiday falls on the employee's weekly day of rest, the company shall change the date of the employee's day of rest for that week, so that he may enjoy the benefit of both the paid holiday and the weekly day of rest.

#### **Rest Periods Between Work Periods**

In the matter of the weekly day off to which all employees are entitled, the union has requested that said day off begin twelve (12) hours after the employee has left his work.

It was submitted in support of this request that an employee should be entitled to at least twelve (12) hours of rest from the time he has left work until the time he may be called back to work. In this way, he would be entitled to his full twelve (12) hours of rest, and it is desired that these hours do not coincide with any part of the twenty-four (24) hours of his weekly day of rest. In other words, it is desired that the weekly day of rest be counted only from the time an employee could be required to resume his work.

There certainly is a distinction to be made here since the union's reasoning in the matter cannot be *totally* accepted.

Indeed, it seems quite obvious to us that, where an employee needs a reasonable period of rest before resuming his work, he need not have such a long period before his day off.

Employees other than announcers, operators and news commentators (nouvellistes) quit work at five or five-thirty p.m. This means that the employees enjoy six hours and thirty minutes or seven hours of free time before midnight, that is to say before their weekly day of rest begins, if they are going to take this day on the morrow.

We believe that the following recommendations should be made, and we unanimously recommend:—

1. An employee shall not be called to work until twelve (12) hours have elapsed since the end of his last working period.

2. For his weekly day of rest, the employee shall be entitled to twenty-four (24) consecutive hours, plus the six (6) hours preceding his day off.

We believe that these recommendations are such as will place all the employees on about the same footing, since it has been shown to us that Station CKCV closes at midnight. This closing time, along with the above recommendations, will allow the announcers, operators and news commentators (nouvellistes) to have:—

(a) Six (6) hours before their weekly day off.

(b) The twenty-four (24) consecutive hours of the day off.

(c) The night which follows the day off and precedes their working time.

The content of Paragraph (c) is not of a binding or contractual nature; it is mentioned here solely to illustrate what will happen in actual practice.

#### **Employees Receiving Fees**

The "fee" as understood and used in radio has not been well defined before the Board.

It appears from the evidence that this word is used to indicate, in a non-restrictive way, however, a payment in addition to the regular salary an employee may receive:

(a) either from a sponsor;

(b) or from his employers for performing special work during his regular working hours or outside his working hours.

Such fees are assigned by sponsors for commercial contracts. Their object is to assure the sponsor of the services of an employee who is known to the public and who has special talents.

It goes without saying that the employee, in such a case, is interested in checking the fact that the agreement which he may have made or which may have been made for him with the sponsor is included in the proper terms in the contract which the company may enter into with the sponsor.

This recommendation of the members of the Board is in no way meant to give the employees of the station, even those who are concerned in the contracts, the right to inquire about the agreements concluded between the station and such clients. Its only object is to authorize the employees concerned to see that, in that agreement, he is protected with regard to the fees which he is entitled to receive. The Board therefore unanimously recommend that every employee interested in a particular contract in connection with fees which are assigned to him shall have the right to examine only that part of the contract which applies to him.

## Job Definitions

The Board unanimously recommends that both parties attach to their agreement a definition of the various jobs to be agreed and decided upon by them, but only as a guide, with no contractual obligation involved.

## Posting of Schedules or Time-tables

This question had been submitted to us as Item 9 in the Conciliation Officer's report. At the investigation, however, both parties stated that they would settle it themselves. We, therefore, have no decision to make in the matter.

## Salaries

This question of salaries was obviously the main topic of discussion, for various reasons which we may perhaps be allowed to resume as follows:—

1. The operating radius of local stations clearly cannot be compared to that of the Montreal or Toronto stations or that of the general CBC network.

2. The stations in those more important and larger centres than Quebec have definite advantages, with regard to clientele, which Quebec stations cannot hope to obtain.

3. CBV, the local CBC station, operates under conditions which are quite different from those of the Quebec stations, particularly CKCV.

The better part of CBV's operations are in fact, in the nature of relay for commercial programs originating in other centres.

This consequently deprives CBV employees, announcers especially, of benefits or advantages for which basic salaries fixed on a higher scale must, in many cases, compensate.

4. Finally, and we are not straying from the evidence in bringing this matter up, there is the uncertainty or alienating condition created by the advent of television.

Since the present contract will take effect during a period of readjustment, we believe that this aspect must be weighed with care in order not to bring about a condition which might prove detrimental to both parties.

Finally, although the union representative made a strong plea for his demand, we (the employer's member and the Chairman of the Board) are of the opinion that a schedule graduating the salary in terms of years only and comprising automatic increases creates a principle which does not give justice to the two parties involved.

To elaborate further on this proposition, it is advisable that we explain ourselves as follows:—

Salary is the price of the output and the devotion to duty, as well as the honesty and the efficiency of an employee.

These are the factors which must condition the remuneration schedule and determine salary progressions.

Giving these factors a minor and relative importance and taking into account, as a condition of increase, only the number of weeks, months or years during which an employee remains in the service of an employer, tends, in our humble opinion, to take away from an employee the desire and the ambition to improve himself and to give his employer better and improved work from year to year.

It does not seem to us absolutely fair to force the employer into granting an increase solely because an employee has been in his service for six months or a year. On the other hand, it does not seem fair either for the employee to be bound by a schedule which could expose him to dismissal should the employer feel that his work is not entirely satisfactory and that he does not possess the skill that justifies the statutory increase which he, the employer, would be obliged to grant for the sole reason that the employee had been with the station for twelve months instead of six.

The employee, even if he wanted to remain in the service of the employer at the same salary, would be placing this employer under an obligation to tell him that he cannot accept this offer which would constitute a violation of the contract and that, moreover, he cannot give him the increase provided for because he does not deserve it.

In the light of this study and of its principles, we have therefore preferred:—

1. To recommend a basic salary for the different occupations at the station.

2. The establishment of this basic salary will result in several cases in giving a number of employees substantial salary adjustments.

3. In order not to place an employee who is just beginning and one who is already in the service of the company at the same stage and on the same level, we thought it would be fair, once the basic salary has been adjusted, to give present employees an additional increase of five per cent (5%) calculated on the adjusted basic salary.

4. For employees whose basic salary is above that suggested in the present report, we recommend a ten per cent (10%) increase in this basic salary.



These recommendations can therefore be summed up in a clause which, for the duration of the present agreement, could be worded as follows:—

(a) All newly-hired employees who are without experience shall be subject to a period of training or trial of a maximum duration of three months. After this three months' trial period, the scale of minimum salaries for each category shall be as follows:

#### SCALE OF MINIMUM SALARIES

	After 3 months
Announcers .....	\$45.00
Operators .....	35.00
News Commentators ( <i>nouvellistes</i> ) .....	45.00
Editors .....	45.00
Record Librarians .....	45.00
Assistant Record Librarians.....	30.00
Typists .....	25.00
Office Clerks .....	25.00
Telephone Operators .....	25.00
Traffic .....	25.00

(b) All salaries of present employees carrying on one of the duties listed in the above scale which are lower than the rate set by this scale shall be adjusted to the rate of the said scale starting on October 1, 1954.

(c) All salaries of present employees thus adjusted to the rate specified in the above-mentioned scale shall be increased by five per cent (5%) calculated at the basic salary rate adjusted according to figures in the said scale.

(d) All present employees whose basic salary is higher than the minimum salaries specified in the above-mentioned scale shall receive a ten per cent (10%) increase calculated on the basic salary now paid them.

(e) This agreement cannot entail for present employees a reduction in their present earnings.

#### Date of the Coming into Force of this Contract and Application of Salaries

This contract shall come into force on the date of signature.

It is a twelve-month (12) contract.

On the other hand, reservation might be made as to the application of salaries suggested in this report.

Although the report of the Conciliation Officer addressed to us with our mandate does not specifically mention retroactivity, we were nonetheless requested, at the inquiry, to consider for the application of salaries a date other than the one mentioned for the coming into force of other clauses in the contract.

The intention was to make the salaries retroactive to the last date of the negotiations, but, obviously, nothing in the record could, in the humble opinion of the Chairman of the Board, justify the granting of such a request.

The appointment of the Chairman took place during the first third of the month of October and the parties had agreed to select him during the very first week in October.

Under the Act (R.S.C. Ch. 152) the Conciliation Board's report must be forwarded within fourteen (14) days following the appointment of the Chairman (Section 35).

However, this period can be extended by consent of the parties involved.

In the present case, we have had to have recourse, for perfectly legitimate causes and reasons, to the power to extend the time allowed.

Moreover, employees to whom new advantages are given with regard to salaries by the contract suggested by us would apparently have been entitled to obtain these same advantages towards the end of October 1954.

The Chairman of the Board considers it fair and just to recommend that the salaries suggested in our report come into effect approximately on the date on which the arbitration was referred to us, that is, commencing on October 1, 1954.

The union representative, Mr. Philippe Vaillancourt, and the employer's representative, Mr. Arthur Matteau, accept this last recommendation of the Chairman of the Board to the effect that the salaries suggested and to be adopted come into effect starting on October 1, 1954. As for the other sections of the report, they will come into effect on the day on which the agreement is signed.

All of which is respectfully submitted.

(Sgd.) GÉRARD LACROIX, J.S.C.,  
Chairman.

(Sgd.) ARTHUR MATTEAU,  
Member.

(Sgd.) PHILIPPE VAILLANCOURT,  
Member.

#### MINORITY REPORT

(Translation)

As it has been impossible for me to sign a unanimous report concerning the dispute between the National Association of Broadcast Employees and Technicians on the one hand and CKCV Ltd., Quebec, on the other, I wish to submit my opinions with regard to certain questions under dispute.

### 1. *Union Security*

Since the principle of the check-off has been recognized, in accordance with the method established by the union's constitution, just as it was admitted that we should not intervene in relations which may exist between the union and its members, it seems to me that it goes without saying that special dues or fines imposed under the union's constitution should also be deducted.

### 2. *Fees*

It has been recognized by both parties that the fee is remuneration in addition to the regular salary which is granted an employee for a particular job. On the other hand, the fee may be paid at one time by the employer and at another time by the sponsor. The union requested that rates be established setting the amount of fees, since this is a form of supplementary remuneration. It is my opinion that, in all justice to the employees, rates should be set in accordance with the length of the radio program. Moreover, it should be noted that the employer has set rates for every sponsored program in accordance with the length of the program.

### 3. *Salaries*

It has been proved by the union party that most radio stations, if not all, have set up salary scales for their employees, covering periods of 5 to 10 years. It has also been proved that the above-mentioned station, while it does not admit that a salary scale has been set up, has acknowledged that it granted statutory (or annual) increases, thereby creating a salary scale, since an employee receives a higher salary after several years' service than another employee doing the same work who has fewer years of service.

The principle of a salary scale in collective agreements now in force in the radio

industry was a concession made by the unions. This means that a union may have recognized, for example, that \$75 would be a fair wage for a specific duty. However, the same union has admitted or allowed that an employee should take five (5) years before he has acquired all the experience and qualifications necessary for filling this position; the union has therefore recognized that a new employee could receive a lower salary than that set if he is starting as a radio employee. That is why I consider it very important to have a salary scale in the case of employees of CKCV. Otherwise, the collective agreement will be completely ineffective, if they content themselves with setting minimum salaries to determine the remuneration of employees with one year's service or more.

It is also impossible for me to agree to minimum salaries as low as those suggested in the majority report. Radio employees are certainly entitled to a salary which corresponds better to their responsibilities and to their classification.

Finally, I wish to point out that at no time did the employer or his representatives plead inability to pay, which means that an Arbitration Board called upon to make recommendations with regard to what salaries should be paid is relieved of a great deal of responsibility.

I am therefore of the opinion that all hiring rates mentioned in the majority report should be increased by five dollars (\$5). And also that a general increase of 15 per cent should be granted to all employees after the salary adjustment called for in the case of employees earning less than the salary suggested as a hiring rate has been made.

All of which is respectfully submitted.

(Sgd.) PHILIPPE VAILLANCOURT,  
Member.

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## Report of Board in Dispute between

CHRC Limited, Quebec  
and

National Association of Broadcast Employees and Technicians

We wish to submit the following report in connection with the dispute between the National Association of Broadcast Employees and Technicians on the one hand, and CHRC Limited, Quebec, on the other hand:—

The points in dispute specifically submitted to us are those which are listed in the report submitted on September 9, 1954, by Mr. Pépin, Conciliation Officer, to Mr. M. M. Maclean, Director of Industrial Relations.



In the present case, we have held seven sessions, one for the swearing in and for consideration of the file and the others for purposes of investigation. During the latter, many witnesses were heard and close to 60 exhibits were filed.

We have also held a special session to hear representatives of the parties, and, finally, a written report was submitted to us by counsel for the employer.

We have had private sittings on January 11, 12, 17, 18, 21 and 22 and we have taken even more time than the Act provides for, for the drawing up of a complete and final version of the present report.

The two most important questions were the following:—

(a) Union Security.

(b) Salaries.

We have unanimously agreed that, in the consideration and study of all the points in dispute, we should constantly bear in mind different essential factors, the main ones being the following:—

1. A first agreement is involved and there is reason for taking precautionary measures in order to ensure that relations between the employer and the employees, which, according to the evidence, have always been good in the past, would not in future lose this characteristic because of the conclusion of a collective agreement.

2. This case concerns a private station, and its potentialities as far as income and operational methods are concerned are obviously not comparable with those of the state-operated stations, nor are they wholly comparable with those of such important stations as CKAC La Presse and CKVL Verdun.

3. Comparisons between conditions existing in the City of Quebec and those which may prevail in such centres as Montreal and Toronto must necessarily take into account a differential which is very real.

We are happy to say that the representatives of both parties have endeavoured to submit, either through witnesses or by way of documents, information as complete as they were able to make it, and that they have shown a spirit of co-operation which was greatly appreciated by the members of the Conciliation Board.

The proceedings were carried on in a very friendly atmosphere, and this made our work easier and more agreeable.

All questions submitted were debated at length and we now wish to inform you of our conclusions as follows:—

## Union Security

1. The union asked for the closed shop, and the company, in its counter-proposal, offered a form of maintenance of membership.

Such provision would have been in force during the life of the agreement, but it authorized any union member to tender his resignation within a prescribed period of time before termination of the agreement.

The three members are unanimous in recommending this form of maintenance of membership, which could be expressed in the agreement in the following terms:

### Union Security

Any employee who is a member in good standing of the union at the time of the coming into effect of this agreement, and all those who may thereafter so become, must, as a condition of employment, remain members in good standing of the union for the lifetime of this agreement.

However, any employee who is a member of the union may resign from it without loss of employment by giving the union executive, the employer or person in charge of his office written notice of his resignation, duly signed by him, at least thirty days before the expiration or renewal of this agreement.

2. Grafted on this union security issue, even though it was not specifically mentioned in the conciliation report, the question of the check-off of union dues was also considered.

The union asked that the check-off be made by retaining each week from the wages the sum of one and one-third per cent (1 $\frac{1}{3}$ %), to be taken off gross wages, including overtime.

It was also requested that the employer be obliged to deduct the special dues levied on the employee and the penalties he may have to pay his union.

The difficulty with this formula is that the check-off is not made by deducting a fixed and regular amount and that it calls for extra bookkeeping by the Company to figure it out on the wages of every employee each week.

Besides, it has been shown to us that this check-off of one and one-third per cent (1 $\frac{1}{3}$ %) of gross wages is really the amount the member of the union agrees to pay to the latter under his union's constitution.

We felt that we should not interfere with the relations which may exist between the union and its members, and that any change suggested by us in the form of contribution for check-off purposes would amount to such interference.

As Chairman of the Board, I feel that the check-off must be limited to the deduc-

tion of this amount of one and one-third per cent (1 $\frac{1}{3}$ %) of gross wages including overtime.

I do not feel that the employer should be asked to deduct the special dues or penalties levied by the union.

This concerns a new power and another transfer of credits which may vary according to circumstances and with each employee, and it does not seem fair to impose such an obligation on the employer.

On the latter part of this section concerning special dues and penalties, the company nominee agrees with the Chairman of the Board and the union nominee reserves the right to submit his opinion in the matter.

### **Statutory and Paid Holidays**

In view of the nature and requirements of their duties, announcers, operators, news commentators (nouvellistes) and telephone operators have not had any statutory or paid holidays to date. They enjoyed only their weekly day of rest, as required by law.

We unanimously agree that they should be given the following five paid holidays: New Year's Day, Confederation Day, St. John the Baptist's Day, Labour Day and Christmas Day.

As for the other employees, called by the generic name of office workers, it has been represented to us that these employees already enjoyed a much greater number of paid holidays and days following holidays.

The union has requested that this same number of holidays be granted; according to the union, this would amount only to recognition of an existing state of affairs.

Upon investigation we reached the conclusion that the holidays in addition to those mentioned in the case of announcers, operators, news commentators (nouvellistes) and telephone operators were not always given every year to the office workers, but that the granting of these holidays varied from year to year according to circumstances.

While recommending that the Company repeat, whenever possible, the advantages with regard to holidays which it has been able, under certain circumstances, to give in the past to its office workers, we consider it fair to grant, for this category, including editors, record librarians, typists, office clerks, invoice clerks, traffic clerks, cleaners and messengers, the following paid holidays: New Year's Day, Confederation Day, St. John the Baptist's Day, Labour Day, Christmas Day, Epiphany, All Saint's

Day, the Feast of the Immaculate Conception, Ascension Day and half a day on Good Friday.

### **Method of Remuneration for Paid Holidays not Worked**

With regard to the method of remuneration for these holidays paid but not worked, we were called upon to consider various suggestions so as not to deprive the employee of benefits granted him or to burden the company with extra costs.

Two things may happen:—

1. An employee may be called to work on a holiday not worked.

2. A holiday not worked may coincide with the employee's weekly day off.

We must grant that the employee is entitled to all the benefits due him under the agreement.

If this benefit takes the form of a holiday not worked, he is unquestionably entitled to stay at home on that day and be paid for it.

The company has offered to pay him double time if he is called upon to work on one of these holidays not worked, and we feel that this is fair.

However, the company reserves the right to give him only his regular wages on that day but to give him credit for it by adding another day to his usual vacation with pay.

It goes without saying that, in such a case, the company would pay him his regular wages for this additional day of vacation.

We therefore suggest that the following clause be inserted in the agreement:

(a) Should an employee be required to work on a paid holiday, the company shall pay him double time, or, if the company so wishes, it may pay him regular time only provided that one additional day paid at the regular rate be added to his vacation.

(b) The same method of payment and compensation shall apply in the case where an employee is required to work on his weekly day off (in so far as the law will allow an employee to give up his day off).

(c) In the case where a paid holiday falls on the employee's weekly day of rest, the company shall change the date of the employee's day of rest for that week, so that he may enjoy the benefit of both the paid holiday and the weekly day of rest.

### **Rest Period Between Work Periods**

In the matter of the weekly day off to which all employees are entitled, the union has requested that said day off begin twelve (12) hours after the employee has left his work.

It was submitted in support of this request that an employee should be entitled to at least twelve (12) hours of rest from the time he has left work until the time he may be called back to work. In this



way, he would be entitled to his full twelve (12) hours of rest, and it is desired that these hours do not coincide with any part of the twenty-four (24) hours of his weekly day of rest. In other words, it is desired that the weekly day of rest be counted only from the time an employee could be required to resume his work.

There certainly is a distinction to be made here, since the union's reasoning in the matter cannot be *totally* accepted.

Indeed, it seems quite obvious to us that, where an employee needs a reasonable period of rest before resuming his work, he need not have such a long period before his day off.

Employees other than announcers, operators and news commentators (*nouvellistes*) quit work at five or five-thirty p.m. This means that the employees enjoy six hours and thirty minutes or seven hours of free time before midnight, that is to say before their weekly day of rest begins, if they are going to take this day on the morrow.

We believe that the following recommendations should be made, and we unanimously recommend:—

1. An employee shall not be called to work until twelve (12) hours have elapsed since the end of his last working period.

2. For his weekly day of rest, the employee shall be entitled to twenty-four (24) consecutive hours, plus the six (6) hours preceding his day off.

We believe that these recommendations are such as will place all the employees on about the same footing, since it has been shown to us that Station CHRC closes at midnight. This closing time, along with the above recommendations, will allow the announcers, operators and news commentators (*nouvellistes*) to have:—

(a) Six (6) hours before their weekly day off.

(b) The twenty-four (24) consecutive hours of the day off.

(c) The night which follows the day off and precedes their working time.

The content of Paragraph (c) is not of a binding or contractual nature; it is mentioned here solely to illustrate what will happen in actual practice.

### Hours of Work

With regard to this question of hours of work, we are of the unanimous opinion that the company should be allowed to proceed as in the past for the establishment of schedules for working hours, attempting to make as equal and equitable a distribution as possible among all its employees.

With regard to announcers and operators, whose work is subject to special obligations and conditions, due to the operations of the station, we believe that in their case the calculation of the distribution of working hours could be based on a period varying from four to six weeks, in order to balance the average hours in such a way as to attain an almost equal number for each announcer and each operator.

As for the news commentators (*nouvellistes*), the hours of work schedules are at present distributed over periods of three weeks with 36, 39 and 48 hours each. This distribution was made at the request of the commentators themselves, as a result of an understanding reached among them and with one of their fellow-workers.

After consultation with the news commentators, we recommend that the company respect this agreement for the duration of the present contract, and that this same distribution of three weeks (with 36, 39 and 48 hours each) for this category of employees be maintained, while also respecting the time-table now in force under which the commentators agree to work six consecutive hours without meal time.

In the event that the reason for the existence of the present system, with which the necessity for the present time-table is bound up, should disappear, we recommend that the parties reserve the right, for the lifetime of this agreement, if necessary, to keep the same time-table or to negotiate different conditions in this respect.

We also unanimously recommend that, solely for purposes of additional remuneration, the work week be calculated on the basis of forty hours per week for all employees, except for news commentators (*nouvellistes*), in whose case the calculation shall be made on the basis of forty-two hours per week.

### Employees Receiving Fees

The "fee", as understood and used in radio, has not been well defined before the Board.

It appears from the evidence that this word is used to indicate, in a non-restrictive way, however, a payment in addition to the regular salary an employee may receive:—

(a) either from a sponsor;

(b) or from his employers for performing special work during his regular working hours or outside his working hours.

Such fees are assigned by sponsors for commercial contracts. Their object is to

assure the sponsor of the services of an employee who is known to the public and who has special talents.

It goes without saying that the employee, in such a case, is interested in checking the fact that the agreement which he may have made or which may have been made for him with the sponsor is included in the proper terms in the contract which the company may enter into with the sponsor.

This recommendation of the members of the Board is in no way meant to give the employees of the station, even those who are concerned in the contracts, the right to inquire about the agreements concluded between the station and such clients. Its only object is to authorize the employees concerned to see that, in that agreement, he is protected with regard to the fees which he is entitled to receive. The Board, therefore, unanimously recommends that every employee interested in a particular contract in connection with fees which are assigned to him shall have the right to examine only that part of the contract which applies to him.

### **Job Definitions**

The Board unanimously recommends that both parties attach to their agreement a definition of the various jobs to be agreed and decided upon by them, but only as a guide, with no contractual obligation involved.

### **Vacations**

We are unanimously agreed that two weeks' paid vacation should be granted at the regular rate to each employee covered by this agreement who has twelve consecutive months of uninterrupted service for the company. The union representative suggests that three weeks' paid vacation be granted after five years' consecutive and uninterrupted service with the company.

We rather hesitated to grant this last recommendation, but as Chairman of the Board, after checking on the fact that the other local station in Quebec (CKCV) had, during the period of conciliation, granted three weeks' paid vacation after five years' service, I consider it fair, under the circumstances, to concur in the proposal of Mr. Vaillancourt, union representative, and to make the same recommendation for station CHRC.

### **Posting of Schedules or Time-tables**

This question had been submitted to us as Item 9 in the Conciliation Officer's report. At the investigation, however, both

parties stated that they would settle it themselves. We, therefore, have no decision to make in the matter.

### **Salaries**

This question of salaries was obviously the main topic of discussion, for various reasons which we may perhaps be allowed to resume as follows:—

1. The operating radius of local stations clearly cannot be compared to that of the Montreal or Toronto stations or that of the general CBC network.

2. The stations in those more important and larger centres than Quebec have definite advantages, with regard to clientele, which Quebec stations cannot hope to obtain.

3. CBV, the local CBC station, operates under conditions which are quite different from those of the Quebec stations, particularly CHRC.

The better part of CBV's operations are, in fact, in the nature of relay for commercial programs originating in other centres.

This consequently deprives CBV employees, announcers especially, of benefits or advantages for which basic salaries fixed on a higher scale must, in many cases, compensate.

4. Finally, and we are not straying from the evidence in bringing this matter up, there is the uncertainty or alienating condition created by the advent of television.

Since the present contract will take effect during a period of readjustment we believe that this aspect must be weighed with care in order not to bring about a condition which might prove detrimental to both parties.

Finally, although the union representative made a strong plea for his demand, we (the employer's member and the Chairman of the Board) are of the opinion that a schedule graduating the salary in terms of years only and comprising automatic increases creates a principle which does not give justice to the two parties involved.

To elaborate further on this proposition, it is advisable that we explain ourselves as follows:—

Salary is the price of the output and the devotion to duty, as well as the honesty and the efficiency of an employee.

These are the factors which must condition the remuneration schedule and determine salary progressions.

Giving these factors a minor and relative importance and taking into account, as a condition of increase, only the number of weeks, months or years during which an



employee remains in the service of an employer, tends, in our humble opinion, to take away from an employee the desire and the ambition to improve himself and to give his employer better and improved work from year to year.

It does not seem to us absolutely fair to force the employer into granting an increase solely because an employee has been in his service for six months or a year. On the other hand, it does not seem fair either for the employee to be bound by a schedule which could expose him to dismissal should the employer feel that his work is not entirely satisfactory and that he does not possess the skill that justifies the statutory increase which he, the employer, would be obliged to grant for the sole reason that the employee had been with the station for twelve months instead of six.

The employee, even if he wanted to remain in the service of the employer at the same salary, would be placing this employer under an obligation to tell him that he cannot accept this offer which would constitute a violation of the contract and that, moreover, he cannot give him the increase provided for because he does not deserve it.

In the light of this study and of its principles, we have therefore preferred:—

1. To recommend a basic salary for the different occupations at the station.

2. The establishment of this basic salary will result in several cases in giving a number of employees substantial salary adjustments.

3. In order not to place an employee who is just beginning and one who is already in the service of the company at the same stage and on the same level, we thought it would be fair, once the basic salary has been adjusted, to give present employees an additional increase of five per cent (5%) calculated on the adjusted basic salary.

4. For employees whose basic salary is above that suggested in the present report, we recommend a ten per cent (10%) increase in this basic salary.

These recommendations can therefore be summed up in a clause which, for the duration of the present agreement, could be worded as follows:—

(a) All newly-hired employees who are without experience shall be subject to a period of training or trial of a maximum duration of three months. After this three months' trial period, the scale of minimum salaries for each category shall be as follows:

## SCALE OF MINIMUM SALARIES

	After 3 months
Announcers .....	\$45.00
Operators .....	35.00
News Commentators ( <i>nouvellistes</i> ) .....	45.00
Editors .....	45.00
Record Librarians .....	45.00
Assistant Record Librarians.....	30.00
Typists .....	25.00
Office Clerks .....	25.00
Telephone Operators .....	25.00
Messengers .....	23.00
Caretakers .....	35.00

(b) All salaries of present employees carrying on one of the duties listed in the above scale which are lower than the rate set by this scale shall be adjusted to the rate of the said scale starting on October 1, 1954.

(c) All salaries of present employees thus adjusted to the rate specified in the above-mentioned scale shall be increased by five per cent (5%) calculated at the basic salary rate adjusted according to figures in the said scale.

(d) All present employees whose basic salary is higher than the minimum salaries specified in the above-mentioned scale shall receive a ten per cent (10%) increase calculated on the basic salary now paid them.

(e) This agreement cannot entail for present employees a reduction in their present earnings.

## Date of the Coming into Force of this Contract and Application of Salaries

This contract shall come into force on the date of signature.

It is a twelve-month (12) contract.

On the other hand, reservation might be made as to the application of salaries suggested in this report.

Although the report of the Conciliation Officer addressed to us with our mandate does not specifically mention retroactivity, we were nonetheless requested, at the inquiry, to consider for the application of salaries a date other than the one mentioned for the coming into force of other clauses in the contract.

The intention was to make the salaries retroactive to the last date of the negotiations but, obviously, nothing in the record could, in the humble opinion of the Chairman of the Board, justify the granting of such a request.

The appointment of the Chairman took place during the first third of the month of October and the parties had agreed to select him during the very first week in October.

Under the Act (R.S.C. Ch. 152) the Conciliation Board's report must be forwarded within fourteen (14) days following the appointment of the Chairman (Section 35).

However, this period can be extended by consent of the parties involved.

In the present case, we have had to have recourse, for perfectly legitimate causes and reasons, to the power to extend the time allowed.

Moreover, employees to whom new advantages are given with regard to salaries by the contract suggested by us would apparently have been entitled to obtain these same advantages towards the end of October 1954.

The Chairman of the Board considers it fair and just to recommend that the salaries suggested in our report come into effect approximately on the date on which the arbitration was referred to us, that is commencing on October 1, 1954.

The union representative, Mr. Philippe Vaillancourt, and the employer's representative, Mr. E. Lacasse, accept this last recommendation of the Chairman of the Board to the effect that the salaries suggested and to be adopted come into effect starting on October 1, 1954. As for the other sections of the report, they will come into effect on the day on which the agreement is signed.

All of which is respectfully submitted.

(Sgd.) GÉRARD LACROIX, J.S.C.,  
Chairman.

(Sgd.) PHILIPPE VAILLANCOURT,  
Member.

(Sgd.) E. LACASSE,  
Member.

## MINORITY REPORT

(Translation)

As it has been impossible for me to sign a unanimous report concerning the dispute between the National Association of Broadcast Employees and Technicians on the one hand and CHRC Ltd., Quebec, on the other, I wish to submit my opinions with regard to certain questions under dispute.

### 1. Union Security

Since the principle of the check-off has been recognized, in accordance with the method established by the union's constitution, just as it was admitted that we should not intervene in relations which may exist between the union and its members, it seems to me that it goes without saying that special dues or fines imposed under the union's constitution should also be deducted.

### 2. Fees

It has been recognized by both parties that the fee is remuneration in addition to the regular salary which is granted an employee for a particular job. On the other hand, the fee may be paid at one time by the employer and at another time by the sponsor. The union requested that rates be established setting the amount of fees, since this is a form of supplementary remuneration. It is my opinion that, in all justice to the employees, rates should be set in accordance with the length of the radio program. Moreover, it should be noted that the employer has set rates for every sponsored program in accordance with the length of the program.

### 3. Salaries

It has been proved by the union party that most radio stations, if not all, have set up salary scales for their employees, covering periods of 5 to 10 years. It has also been proved that the above-mentioned station, while it does not admit that a salary scale has been set up, has acknowledged that it granted statutory (or annual) increases, thereby creating a salary scale, since an employee receives a higher salary after several years' service than another employee doing the same work who has fewer years of service.

The principle of a salary scale in collective agreements now in force in the radio industry was a concession made by the unions. This means that a union may have recognized, for example, that \$75 would be a fair wage for a specific duty. However, the same union has admitted or allowed that an employer should take five (5) years before he has acquired all the experience and qualifications necessary for filling this position; the union has therefore recognized that a new employee could receive a lower salary than that set if he is starting as a radio employee. That is why I consider it very important to have a salary scale in the case of employees of CHRC. Otherwise, the collective agreement will be completely ineffective, if they content themselves with setting minimum salaries to determine the remuneration of employees with one year's service or more.

It is also impossible for me to agree to minimum salaries as low as those suggested in the majority report. Radio employees are certainly entitled to a salary which corresponds better to their responsibilities and to their classification.

Finally, I wish to point out that at no time did the employer or his representatives plead inability to pay, which means

(Continued on page 455)



# Collective Agreements

## Number of Workers Affected by Collective Agreements in Canada, 1953

Total affected increased 2 per cent in 1953, to 1,538,323, a figure that represents 39.7 per cent of all non-agricultural paid workers

The number of workers affected by collective agreements in 1953 was two per cent higher than the year before. The Department of Labour's eighth annual compilation\* totals 1,538,323. This figure represents 39.7 per cent of the total non-agricultural paid workers in Canada as at October 1953.

For each of the past eight years, the total number of workers under agreement and the percentage of the non-agricultural paid workers in the labour force who were working under the terms of collective agreements are as follows:

**TABLE I.—NUMBERS OF WORKERS UNDER AGREEMENT, 1946 TO 1953**

Year	Number of workers under agreement	Percentage of total non-agricultural paid workers†
1946 .....	995,736	31.8
1947 .....	1,120,310	34.9
1948 .....	1,214,542	36.6
1949 .....	1,225,589	35.9
1950 .....	1,282,005	36.2
1951 .....	1,415,250	38.2
1952 .....	1,504,624	39.6
1953 .....	1,538,323	39.7

†The number of paid workers was obtained from the Dominion Bureau of Statistics' reference paper, *The Labour Force, November 1945—March 1952*, using the last quarterly figure in each year. For 1952, the Labour Force Survey for December 13, and for 1953 the Labour Force Survey for October 24 were used.

\*The Department of Labour maintains a file of collective agreements obtained, together with information on the number of workers affected, from employers, employers' associations and from unions. In the great majority of cases the number of workers is that reported by employers in the annual survey of wage rates and hours of labour. In seasonal industries, such as logging, fishing and construction, the figures shown are for the most part indicative of the peak employment level in the year.

The numbers of workers covered by agreements extended under the terms of the Collective Agree-

The industrial classification of workers covered by agreements is shown in Table V. Three of the primary industries showed a decline in the number of workers covered from the previous year. These are forestry, fishing and mining. In none of these industries was the decline due to any notable changes in the bargaining situations but rather to a lesser number of workers employed in the groups under agreement.

In the manufacturing industry also, the main changes in 1953 reflected employment conditions, with substantial increases in numbers covered in the aircraft and shipbuilding divisions and decreases in the manufacture of cotton textiles and agricultural implements. Manufacturing as a whole showed a 2.1 per cent increase in workers covered by agreement.

Increases were recorded in other main industry groups, of which construction, trade and service showed the greatest changes. In service, the increase was mainly due to hospital agreements, a number of which were made for the first time in 1953.

The proportion of paid workers covered by agreements is shown in Table II.

Collective agreements usually cover a certain proportion of non-union members as well as union members in the bargaining unit except those agreements that provide that all employees are required to be union members. The number of workers under

ment Act of the province of Quebec is derived from information issued by the provincial government. Under this Act, the provisions of agreements made between employers and a union or unions under certain conditions may be extended by provincial order in council to apply to all employers and workers in the industry in the zone affected or in the whole province. More than a quarter of the workers covered by Orders in Council under this Act were also covered by separate agreements with their employers. The latter workers are counted only once in the total figures used in the industry table.

**TABLE II.—PERCENTAGE OF PAID WORKERS\* UNDER AGREEMENT, BY INDUSTRY**

	Percentage
Forestry .....	67.1
Mining .....	73.7
Manufacturing .....	54.6
Construction .....	58.4
Transportation, Storage and Communication .....	82.1
Public Utilities .....	47.2
Trade .....	8.7
Finance, Insurance and Real Estate.....	1.0
Service .....	12.0

\*Based on the Dominion Bureau of Statistics Labour Force Survey at October 24, 1953, except for Forestry, for which the peak month of January 1953 was used.

agreement, therefore, exceeds the total union membership figure in Canada, which at January 1, 1954, was 1,267,911.

On the other hand, the collective agreement coverage figure includes 105,301 employees who are members of some independent local unions, employees' associations and plant councils which are not included in the Department's survey of labour organization in Canada; such workers account for 6.8 per cent of the total number under agreement. An additional factor to be considered in the comparison of agreement coverage and union membership figures is the fact that some union members may be employed in establishments where no agreement presently exists.

**TABLE III.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN 1953, BY AFFILIATION**

Affiliation	Number of Workers
Trades and Labor Congress of Canada..	590,431
AFL and TLC .....	527,195
TLC only .....	63,236
Canadian Congress of Labour.....	396,688
CIO and CCL .....	289,800
CCL only .....	106,883
Canadian and Catholic Confederation of Labour .....	93,271
American Federation of Labor only ....	7,205
Congress of Industrial Organizations only	2,406
International railway brotherhoods .....	35,766
Other unaffiliated international and national unions .....	135,450
Unaffiliated local unions, employees associations and committees, plant councils .....	114,219
Total .....	1,375,436*

\*An additional 162,887 are covered only by agreements extended under the Collective Agreement Act in Quebec.

There were 6,510 agreements in effect in 1953 and on file in the Department. This number, however, does not correspond to the number of employers nor of establishments. There are some cases of several agreements with different craft unions in one establishment. More frequently, one agreement between a union and an association or group of employers covers a number of employers.

The affiliations of the unions representing the employees in agreements are shown in Table III. It is not possible to classify the workers covered only by the agreements extended under the Collective Agreement Act in Quebec, since some of these agreements, such as construction workers in Montreal, include both international unions and National Catholic federations.

A provincial classification of workers affected by agreements is shown in Table IV. A large number are in the category, "more than one province". Included in this group are nearly all the steam railway employees as well as employees of a number of other companies for whom one agreement covers plants in two or more provinces.

Most agreements are re-negotiated each year, the others at less frequent intervals, and almost all are usually concluded without disputes serious enough to lead to strike action. In 1953, although 6,510 agreements were in force, only 77 strikes, involving fewer than 30,500 workers, occurred over the re-negotiation of agreements.

Most disputes during the life of agreements are settled through the grievance procedure in the agreements. In 1953, only 60 strikes, involving 23,000 workers, occurred during the life of agreements.

**TABLE IV.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN 1953, BY PROVINCE**

Province	Number of Workers
Newfoundland .....	32,619
Nova Scotia .....	39,125
Prince Edward Island .....	749
New Brunswick .....	17,587
Quebec .....	286,495*
Ontario .....	483,273
Manitoba .....	38,422
Saskatchewan .....	22,982
Alberta .....	38,017
British Columbia .....	170,951
Yukon and Northwest Territories.....	1,009
More than one province .....	244,207
Total .....	1,375,436*



**TABLE V.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS  
IN CANADA, 1946, 1952 and 1953 BY INDUSTRY**

Industry group	1946	1952	1953		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>TOTALS</b>	<b>995,736</b>	<b>1,504,624 a</b>	<b>1,375,436</b>	<b>220,529</b>	<b>1,538,323</b>
<b>Agriculture</b>		<b>34</b>	<b>34</b>		<b>34</b>
<b>Forestry</b>	<b>30,800</b>	<b>67,843</b>	<b>58,372</b>		<b>58,372</b>
Logging	30,800	67,843	58,372		58,372
Forestry Service					
<b>Fishing and Trapping</b>	<b>7,671</b>	<b>10,045</b>	<b>7,800</b>		<b>7,800</b>
Fishing	7,671	10,045	7,800		7,800
Hunting and Trapping					
<b>Mining (Including milling), Quarrying, Oil Wells</b>	<b>48,975</b>	<b>65,221</b>	<b>61,842</b>	<b>40</b>	<b>61,882</b>
<i>Metal Mining</i>	<i>19,368</i>	<i>35,030</i>	<i>32,876</i>		<i>32,876</i>
<i>Fuels</i>	<i>24,116</i>	<i>21,216</i>	<i>19,765</i>		<i>19,765</i>
Coal mining	23,254	20,543	19,049		19,049
Oil and natural gas	862	673	716		716
<i>Non-metal Mining</i>	<i>4,383</i>	<i>7,145</i>	<i>7,287</i>	<i>40</i>	<i>7,277</i>
Asbestos mining	3,984	5,421	5,368		5,368
Other non-metal mining	399	1,724	1,869	40	1,909
<i>Quarrying, Clay and Sandpits</i>	<i>1,118</i>	<i>1,830</i>	<i>1,964</i>	<i>(c)</i>	<i>1,964</i>
<b>Manufacturing</b>	<b>492,536</b>	<b>699,381(a)</b>	<b>666,129</b>	<b>90,252</b>	<b>713,766</b>
<i>Foods and Beverages</i>	<i>56,328</i>	<i>63,971(a)</i>	<i>67,333</i>	<i>1,731</i>	<i>68,894</i>
Meat products	17,015	15,189	16,192		16,192
Dairy products	798	1,575	1,905		1,905
Canned and cured fish	4,762	6,184(a)	6,526		6,526
Canned and preserved fruits and vegetables	6,790	7,835	8,245		8,245
Flour mills	2,231	3,170	3,192		3,192
Other grain mill products	1,659	1,814	1,771		1,771
Biscuits and crackers	821	2,712	3,365		3,365
Bread and other bakery products	8,977	7,712	6,360	1,731	7,921
Carbonated beverages	46	193	762		762
Distilled liquors		3,492	3,684		3,684
Malt liquors	9,082	6,768	7,024		7,024
Wines		118	146		146
Confectionery	412	2,528	3,506		3,506
Sugar	2,286	2,588	2,571		2,571
Miscellaneous foods	1,447	2,093	2,084		2,084
<i>Tobacco and Tobacco Products</i>	<i>6,174</i>	<i>5,545</i>	<i>5,908</i>		<i>5,908</i>
<i>Rubber Products</i>	<i>16,638</i>	<i>15,364</i>	<i>15,369</i>		<i>15,369</i>
Rubber footwear		4,663	4,826		4,826
Tires, tubes, and other rubber products		10,701	10,543		10,543
<i>Leather Products</i>	<i>21,357</i>	<i>20,575</i>	<i>12,135</i>	<i>14,452</i>	<i>20,969</i>
Boots and shoes	14,175	14,447	6,857	11,827	14,401
Boot and shoe repair			22		22
Leather gloves and mittens	2,307	1,256	1,324	1,046	1,339
Leather tanneries	3,691	3,195	2,711	350	2,927
Miscellaneous leather products	1,184	1,677	1,221	1,229	2,280
<i>Textile Products (except clothing)</i>	<i>31,394</i>	<i>41,833(a)</i>	<i>37,731</i>	<i>1,657</i>	<i>38,843</i>
Cotton thread, yarn and broad woven goods	17,400	19,368(a)	16,244		16,244

**TABLE V.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS  
IN CANADA, 1946, 1952 and 1953 BY INDUSTRY (Continued)**

Industry group	1946	1952	1953		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>Manufacturing (Cont'd)—</b>					
Miscellaneous cotton goods.....	110	715	719		719
Woolen and worsted woven goods.....		4,994	4,641		4,641
Woolen and worsted yarn.....	6,709	2,042	2,243		2,243
Miscellaneous woolen goods.....		278	483		483
Silk and artificial silk.....	3,344	5,938	5,647		5,647
Other primary textiles.....	(186)	(2,998)	(3,078)		(3,078)
Dyeing and finishing textiles.....	186	2,294	2,342		2,342
Laces, tapes and bindings.....		704	736		736
Miscellaneous textile products.....	(3,645)	(5,500)	(4,676)	(1,657)	(5,788)
Canvas products.....	456	126	132		132
Carpets, mats and rugs.....	535	713	704		704
Cordage, rope and twine.....	982	1,154	886		886
Other textile products.....	1,672	3,507	2,954	1,657	4,066
<i>Clothing (textile and fur).....</i>	<i>50,140</i>	<i>67,392</i>	<i>53,832</i>	<i>42,386</i>	<i>71,328</i>
Men's, women's and children's clothing.....	35,232	(48,024)	(36,175)	(36,895)	(51,884)
Custom tailoring and dress- making.....		124	199		199
Men's clothing.....		25,893	20,762	20,153	29,640
Women's clothing.....		22,007	15,214	16,742	22,045
Knit goods.....	5,514	(9,456)	(9,626)		(9,626)
Hosiery.....		9,365	9,611		9,611
Other knit goods.....		91	15		15
Miscellaneous clothing.....	(9,394)	(9,912)	(8,031)	(5,491)	(9,818)
Corsets, girdles and foundation garments.....	200	1,054	972		972
Fur goods.....	4,312	5,705	4,634	3,762	5,738
Hats and caps.....	4,882	2,951	2,168	1,729	2,851
Miscellaneous clothing.....		202	257		257
<i>Wood Products.....</i>	<i>32,256</i>	<i>50,659</i>	<i>46,437</i>	<i>4,693</i>	<i>49,689</i>
Saw and planing mills.....	21,770	(36,186)	(36,005)		(36,005)
Plywood and veneer mills.....		2,495	5,421		5,421
Sash and door and planing mills		4,796	4,737		4,737
Sawmills.....		28,895	25,847		25,847
Furniture.....	7,569	9,999	6,320	4,693	9,572
Miscellaneous wood products.....	(2,917)	(4,474)	(4,112)		(4,112)
Boxes and baskets (wood).....	830	2,208	1,725		1,725
Morticians' goods.....		112	122		122
Miscellaneous wood products...	2,087	2,154	2,265		2,265
<i>Paper Products.....</i>	<i>46,886</i>	<i>61,016</i>	<i>59,878</i>	<i>3,055</i>	<i>61,391</i>
Paper boxes and bags.....	4,274	7,972	6,819	3,055	8,332
Pulp and paper.....	39,276	43,891	48,765		48,765
Roofing papers.....	1,253	1,669	1,660		1,660
Miscellaneous paper products.....	2,083	2,484	2,634		2,634
<i>Printing, Publishing and Allied In- dustries.....</i>	<i>18,104</i>	<i>22,850</i>	<i>21,610</i>	<i>6,862</i>	<i>23,658</i>
<i>Iron and Steel Products.....</i>	<i>73,618</i>	<i>115,330</i>	<i>109,893</i>	<i>3,336</i>	<i>112,456</i>
Agricultural implements.....	10,694	11,889	9,592		9,592
Boilers and plate work.....	2,560	5,177	5,413	534	5,936
Fabricated and structural steel...	3,026	5,867	6,331		6,331
Hardware and tools.....	1,360	3,912	4,154		4,154
Heating and cooking apparatus...	3,975	6,195	6,360		6,360
Household, office and store machinery.....	3,222	6,221	5,100		5,100
Iron castings.....	7,379	10,079	9,804		9,804



**TABLE V.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS  
IN CANADA, 1946, 1952 and 1953 BY INDUSTRY (Continued)**

Industry group	1946	1952	1953		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>Manufacturing (Cont'd)—</b>					
Machine shop products.....	244	697	719		719
Machine tools.....	1,679	3,259	2,650		2,650
Machinery, n.e.c.....	7,511	12,917	12,214		12,214
Primary iron and steel.....	17,761	25,008	25,343		25,343
Sheet metal products.....	9,357	12,803	11,112	2,246	12,596
Wire and wire products.....	1,737	4,503	4,329		4,329
Miscellaneous iron and steel products.....	3,113	6,803	6,772	556	7,328
<i>Transportation Equipment</i> .....	<i>61,684</i>	<i>107,766</i>	<i>101,976</i>	<i>9,932</i>	<i>110,256</i>
Aircraft and parts.....	7,112	24,379	28,253		28,253
Auto repair and garages.....	(d)9,574	(d)12,961	4,532	(d) 9,932	(d)12,812
Bicycles and parts.....		433	568		568
Boat building and repairing.....	911	562	730		730
Motor vehicles.....	17,700	27,895	26,339		26,339
Motor vehicles parts and acces- sories.....	9,090	16,271	15,989		15,989
Railroad and rolling stock equipment.....	5,280	8,785	7,697		7,697
Shipbuilding and repairing.....	12,017	15,953	17,390		17,390
Miscellaneous transportation equipment.....		527	478		478
<i>Non-ferrous Metal Products</i> .....	<i>21,537</i>	<i>34,139</i>	<i>33,897</i>	<i>351</i>	<i>34,248</i>
Aluminum products.....	3,590	6,685	6,316		6,316
Brass and copper products.....	3,686	4,875	5,043		5,043
Jewellery and silverware.....	1,201	1,178	1,154		1,154
Non-ferrous metal smelting and refining.....	12,383	19,369	19,065		19,065
Watch and jewellery repair.....		150		351	351
White metal alloys.....	626	1,461	1,636		1,636
Miscellaneous non-ferrous metal products.....	51	421	683		683
<i>Electrical Apparatus and Supplies</i> ...	<i>26,238</i>	<i>41,951</i>	<i>48,131</i>		<i>48,131</i>
Batteries.....	786	808	933		933
Heavy electrical machinery and equipment.....	13,605	16,270	18,018		18,018
Radios and radio parts.....	2,681	5,040	7,432		7,432
Refrigerators, vacuum cleaners and appliances.....	760	4,452	6,385		6,385
Miscellaneous electrical products.....	8,406	15,381	15,363		15,363
<i>Non-metallic Mineral Products</i> .....	<i>11,339</i>	<i>17,354</i>	<i>17,579</i>	<i>1,172</i>	<i>18,206</i>
Abrasive products.....	1,517	1,695	2,022		2,022
Asbestos products.....	708	997	1,467		1,467
Cement, hydraulic.....	811	1,809	1,881		1,881
Clay products.....	1,924	2,311	2,191		2,191
Glass and glass products.....	3,353	5,880	5,702	146	5,848
Lime and gypsum products.....	1,373	1,302	1,386		1,386
Stone products.....	615	720	452	1,026	933
Concrete products.....		427	414		414
Miscellaneous non-metallic mineral products.....	1,038	2,213	2,064		2,064
<i>Products of Petroleum and Coal</i> .....	<i>4,963</i>	<i>9,124</i>	<i>9,122</i>		<i>9,122</i>
Coke and gas products.....	213	1,530	1,453		1,453
Petroleum refining and products..	4,750	7,539	7,618		7,618
Miscellaneous products of petro- leum and coal.....		55	51		51

**TABLE V.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS  
IN CANADA, 1946, 1952 and 1953 BY INDUSTRY (Continued)**

Industry group	1946	1952	1953		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total b
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>Manufacturing (Concl'd)—</b>					
<i>Chemical Products.....</i>	<i>10,659</i>	<i>18,671</i>	<i>18,819</i>	<i>625</i>	<i>18,819</i>
Acids, alkalis and salts.....	4,245	4,817	4,460		4,460
Explosives, ammunition and py- rotechnics.....	1,028	2,078	1,946		1,946
Fertilizers.....	427	1,693	1,521		1,521
Medicinal and pharmaceutical preparations.....	1,148	1,278	1,326		1,326
Paints and varnishes.....	2,281	2,292	2,358	625	2,358
Soaps, washing and cleaning com- pounds.....	823	1,568	1,622		1,622
Toilet preparations.....		107	97		97
Vegetable oil mills.....		299	274		274
Primary plastics.....		1,441	1,633		1,633
Miscellaneous chemical and allied products.....	707	3,098	3,582		3,582
<i>Miscellaneous Manufacturing Indus- tries.....</i>	<i>5,223</i>	<i>5,841</i>	<i>6,479</i>		<i>6,479</i>
Brooms, brushes and mops.....	481	237	252		252
Fabricated plastic products.....	298	379	437		437
Musical instruments.....	137	422	462		462
Pens, pencils and typewriter supplies.....	512	270	597		597
Professional and scientific in- struments and equipment.....	774	1,450	1,637		1,637
Sporting goods and toys.....		669	559		559
Miscellaneous industries, n.e.c....	1,021	2,414	2,535		2,535
<b>Construction (c).....</b>	<b>97,215</b>	<b>176,016</b>	<b>97,922</b>	<b>(e)98,367</b>	<b>(e)192,250</b>
<b>Transportation.....</b>	<b>210,148</b>	<b>262,877</b>	<b>260,976</b>	<b>8,406</b>	<b>263,062</b>
Air Transport and Airports.....	2,590	5,883	6,276		6,276
Bus and Coach Transportation— interurban.....	2,418	3,425	3,816		3,816
Steam Railways (including express and telegraph service).....	143,330	184,083	183,596		183,596
Urban and Suburban Transpor- tation Systems.....	20,149	21,490	20,934		20,934
Taxicab.....	992	1,296	1,683		1,683
Truck Transportation.....	2,563	11,640	11,285	3,813	12,498
Water Transportation.....	21,887	13,384	13,895		13,895
Services Incidental to Water Trans- portation.....	16,154	21,111	18,889	4,593	19,762
Services Incidental to Transpor- tation.....		156	159		159
Other Transportation.....	65	409	443		443
<b>Storage.....</b>	<b>1,837</b>	<b>3,501</b>	<b>4,765</b>		<b>4,765</b>
Grain Elevators.....	1,718	2,666	3,672		3,672
Storage and Warehouse.....	119	835	1,093		1,093
<b>Communication.....</b>	<b>20,564</b>	<b>39,875</b>	<b>42,462</b>		<b>42,462</b>
Radio Broadcasting.....	70	550	1,194		1,194
Telephone.....	20,348	38,963	40,862		40,862
Other Communication Services....	146	362	406		406
<b>Public Utility Operation.....</b>	<b>15,814</b>	<b>27,443</b>	<b>28,328</b>		<b>28,328</b>
Electric Light and Power.....	13,837	25,100	26,096		26,096
Gas Manufacturing and Distribution	1,917	2,303	2,168		2,168



**TABLE V.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS  
IN CANADA, 1946, 1952 and 1953 BY INDUSTRY (Concluded)**

Industry group	1946	1952	1953		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total (b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>Public Utility Operation (Con)—</b>					
Water and Sanitary Services.....	(f) 60	(f) 40	(f) 59		(f) 59
Other Public Utilities.....					
<b>Trade</b> .....	<b>21,684</b>	<b>49,746</b>	<b>45,186</b>	<b>12,772</b>	<b>54,441</b>
Wholesale.....	4,637	18,660	17,769	2,108	19,204
Retail.....	(d)17,047	(d)31,086	27,417	(d)10,664	(d)35,237
<b>Finance, Insurance and Real Estate</b> .....	<b>(g)106</b>	<b>(g)1,095</b>	<b>1,474</b>	<b>(g)</b>	<b>(g)1,474</b>
Finance.....	(g)	(g)		(g)	(g)
Insurance.....		492	468		468
Real Estate.....	106	603	1,006		1,006
<b>Service</b> .....	<b>48,386</b>	<b>101,547</b>	<b>100,146</b>	<b>10,692</b>	<b>109,687</b>
<i>Community or Public</i> .....	<i>6,115</i>	<i>27,691</i>	<i>28,180</i>	<i>6,383</i>	<i>33,412</i>
Education.....	196	7,511	8,949		8,949
Health.....	5,919	19,842	18,863	6,383	24,095
Religion.....			15		15
Welfare institutions.....			25		25
Community or public service, n.e.c.....		238	328		328
<i>Government Service</i> .....	<i>26,067</i>	<i>48,796</i>	<i>48,400</i>		<i>48,400</i>
Dominion Government.....		16	8		8
Municipal or other local government.....	22,367	44,780	44,892		44,892
Provincial Government.....	3,700	4,000	3,500		3,500
Other government service, n.e.c.....					
<i>Recreation Service</i> .....	<i>280</i>	<i>1,067</i>	<i>1,407</i>		<i>1,407</i>
Theatres and theatrical services..	280	1,044	1,106		1,106
Other recreational services.....		23	301		301
<i>Business Service</i> .....	<i>60</i>	<i>1,877</i>	<i>2,452</i>		<i>2,452</i>
<i>Personal Service</i> .....	<i>15,864</i>	<i>22,216</i>	<i>19,707</i>	<i>4,309</i>	<i>24,016</i>
Barbering and hairdressing.....	4,866	4,412	775	3,829	4,604
Dyeing, cleaning, pressing.....	106	778	824		824
Photography.....		16	15		15
Hotels and lodging houses.....	9,739	13,106	14,122	244	14,366
Laundries.....	794	1,744	2,251		2,251
Restaurants, cafes, taverns.....	126	1,620	1,389		1,389
Undertaking.....	233	252	17	236	253
Other personal service.....		288	314		314

(a) Revised.

(b) These totals are not the sum of the numbers in the two previous columns. Duplications are eliminated.

(c) The agreement, for the building materials industry in the province of Quebec, is included under "Manufacturing" but also covers granite and marble quarrying. Information not available as to the number in each industry.

(d) Agreements affecting workers in garages and service stations in the province of Quebec included under "Manufacturing" also affect "Trade" in so far as service stations are concerned. Information not available as to the number in each industry.

(e) Agreements for construction workers extended under the Collective Agreement Act, Quebec, include maintenance work and certain shop work which is not included in the construction industry in the Dominion Bureau of Statistics classification.

(f) Water supply covered under "Service-Municipal".

(g) One agreement for several towns in Quebec included under "Trade" also includes employees of financial institutions.

## Labour Legislation in Quebec, 1954-55

**Workmen's Compensation Act amended: benefits substantially increased in death cases, ceiling raised on earnings taken into account in computing compensation. Provision made for allowances to the disabled**

The Quebec Legislature met November 17 and prorogued on February 22. An amendment to the Workmen's Compensation Act was the only labour Act passed at this session. Benefits to dependants of workmen killed in the course of their employment were increased and the maximum yearly earnings taken into account in computing compensation were raised. Legislation was enacted to enable the Government of Quebec to enter into an agreement with the Government of Canada for the payment of allowances to disabled persons. Amendments were also made to the province's housing legislation.

At this session, an industrial relations committee of the Legislative Assembly, composed of twelve members, was established to study labour Bills.

### Workmen's Compensation

The Workmen's Compensation Act was amended to increase the maximum amount of wages on which compensation for disability may be based and to increase the benefits payable in death cases.

From January 1, 1955, the maximum yearly earnings on which compensation may be calculated were raised from \$3,000 to \$4,000. This amendment brings the Quebec Act into line with those of Ontario, Saskatchewan and British Columbia. No change was made in the rate of compensation, which since 1952 has been 70 per cent of annual earnings.

In death cases, the amount of compensation payable to the widow was raised from \$45 to \$55 a month. In addition, the special immediate lump sum payment to the widow was increased from \$100 to \$200. This is the same amount as that payable in Ontario. In the other provinces \$100 is paid. The compensation payable in respect of each child under 18 years was increased from \$10 to \$20 a month. An orphan child will now be granted an allowance of \$30 a month instead of \$15.

As previously, the total monthly compensation to the widow and children in case of death, exclusive of the burial

expenses, may not exceed 70 per cent of the workman's average earnings subject to the provision that compensation may not fall below a specified minimum monthly amount. The minimum was increased where the dependants are a widow or invalid widower and one child from \$55 to \$75, and where they are a widow or invalid widower and two or more children from \$65 to \$95 a month.

The increases in benefits to widows and children became effective from January 1, 1955, and apply in respect of all compensation payments, whether or not the accident happened before or after that date.

The maximum amount allowed for burial expenses was increased from \$175 to \$200, the amount payable in six other provinces.

When work is done partly in Quebec and partly in another province, the Act authorizes an agreement between the Workmen's Compensation Commission and the Workmen's Compensation Board of the other province in order to reimburse that province for sums paid as compensation, medical aid or for rehabilitation, up to the amounts which the Commission would have paid under the Quebec Act. It also provides for the fixing and adjustment of equitable assessments on employers in such circumstances.

An amendment with respect to the composition of the Workmen's Compensation Commission requires the Lieutenant-Governor in Council to appoint the president and vice-president from among the district judges. The amendment further provides that the present president may continue in this position and that he may be appointed district judge.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



## Housing

Further amendments were made to two of the Acts passed in 1948 to improve housing conditions in the province. The powers granted to municipal corporations to enable them to contribute to the solution of the housing shortage were extended from June 1, 1955, to June 1, 1958. The powers granted by the 1948 Act included authority to cede land at \$1 per unit to co-operative building societies or to individuals building their own homes and to reduce the valuation of any new dwelling for taxation purposes to 50 per cent of its real value for a period of 30 years.

A further sum of \$10,000,000 was added to the amount which the Government is authorized to appropriate for the purpose of bearing interest charges on loans for the construction of homes. This increase brings the total amount which has been authorized to date for this purpose to \$65,000,000. The Act was extended from June 1, 1955, to June 1, 1958.

## Pensions for the Disabled

An Act respecting assistance to disabled persons was passed to enable the provincial Government to enter into an agreement with the federal Government for the payment of financial assistance to needy persons between 18 and 65 years of age who are totally and permanently disabled. The provincial Act is complementary to the federal Disabled Persons Act passed at the 1954 session of Parliament (L.G., Sept. 1954, p. 1295) to provide for federal-provincial agreements under which the federal Government will pay to the provinces one-half of the cost of pensions of not more than \$40 a month. Nine provinces have now passed the necessary legislation and the tenth, Prince Edward Island, is expected to pass a similar Act at the present session.

The provincial Act provides for the administration of the plan in the province by the Quebec Social Allowances Commission. Details regarding the administration of the plan are to be prescribed by regulations.

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# Legal Decision Affecting Labour

**Nova Scotia Supreme Court holds Labour Relations Board acted within its jurisdiction in defining a unit different from that applied for**

On August 3, 1954, the Nova Scotia Supreme Court, dismissing an employer's application to quash a certification order, held that the Labour Relations Board did not exceed its jurisdiction in making extensive alterations in the bargaining unit applied for without notifying the employer.

Chief Justice Ilsley gave the Court's reasons for decision. The application under consideration was for an order to quash the certification of a local of the International Union of Operating Engineers as bargaining agent for certain employees of a contracting company. The union had applied on March 11, 1954, for certification on behalf of a plant unit consisting of all employees except foremen and office and supervisory personnel. The employer submitted a list of the employees as of March 12 and filed a written submission with the Board dated March 31. On April 7, the Board issued an order certifying the union in respect of employees engaged in the operation or maintenance of specialist or technical construction machinery or equipment. The employer applied by *certiorari* to have this order quashed.

In the review of the case, it was pointed out that on August 26, 1953, the union had applied for certification on behalf of a unit of employees very similar to the unit described in the certification order of April 7. This earlier application had been dismissed by the Board on September 29, 1953, on the grounds that the union did not represent a majority of the employees in the unit. In December 1953 the Board reconsidered the case, holding a public hearing at which representatives of the company presented evidence and argued against certification. On December 17 the Board reaffirmed its earlier decision on the grounds that the union lacked a majority and also that the proposed bargaining unit did not consist of a craft or group exercising technical skills by which it was distinguishable from the employees of the company as a whole.

The Chief Justice considered first the company's argument that the Board in issuing its certification order of April 7, 1954, acted without jurisdiction because at the date of the application the company

was not employing a sufficient number of persons eligible under the union's constitution to constitute a majority of the employees in the bargaining unit applied for. Of the 51 employees on the company's payroll on March 12, the union applied to include from 40 to 43 in the bargaining unit and claimed to have 28 of these as members. The company contended that because of the nature of the duties performed by them a majority of the 40 to 43 employees were not eligible for membership in the union under its constitution.

His Lordship stated that it was not apparent from the material before the Court that a majority of the employees in the unit described in the application could not possibly have been members in good standing. Evidence before the Court indicated that, judging by the regular employment of the employees, 23 to 28 could have belonged under the union's constitution. Even if the duties being performed on March 12 were to be regarded as the test of eligibility, it seemed likely that the Board might have considered 21 to 23 of the employees to be eligible. In any case, their eligibility was for the Board to decide, not for the Court. He stated further that even if some employees were not eligible he knew of no authority for the proposition that the Board went beyond its jurisdiction if it included in a unit to be represented by a union employees not eligible to be members of the union. The merits of such an action might be open to question, but it was within the jurisdiction of the Board.

The company argued further that the Board lacked jurisdiction to certify because the application had been made in respect of a plant not in operation, merely a skeleton plant, so that the company could not be considered an employer nor the establishment a plant within the meaning of those words as used in the Trade Union Act. At the time the application was made there were only 51 employees whereas in August 1953, a normal working period, there were 210 employees, of whom more than half were clearly not eligible for membership in the union. It appeared, therefore, that the union had deliberately selected as the time for application a time when there was only a skeleton staff because a majority of the skeleton staff were members of the union.

The fact that the union selected a date for application when, because of the nature of the company's work, employment was abnormally light was held not to affect the Board's jurisdiction. Whether or not to

dismiss the application under those circumstances was a matter within its discretion to decide and therefore could not be interfered with on a *certiorari* application.

The Chief Justice then dealt with the company's argument that the unit described in the Board's order was not appropriate because, although the union was a craft union, the employees in the proposed unit did not all or even mainly belong to a group exercising technical skills. Counsel for the company also argued that the employees did not have "community of interest" as required by the Act. His Lordship considered this argument invalid because it had not been shown that there was no evidence whatever before the Board on which it could find some community of interest. Furthermore, the Act stipulates that when any question arises as to whether a group of employees is a unit appropriate for collective bargaining the Board's decision on the question is final, although it may reconsider. Under the Act, the Board may find an "employer unit, technical unit, plant unit, or any other unit" to be appropriate for collective bargaining.

A further argument was that the description of the unit in the Board's order was vague and ambiguous and that it was impossible to tell exactly what employees were included. The Court was of the opinion that if, as the employer claimed, the description was not capable of practical application in his business, it was ground for an application to the Board for reconsideration, but not ground for quashing on *certiorari*.

The Chief Justice then turned to the question of whether the Board had jurisdiction to grant certification on behalf of a unit different from the unit applied for. Counsel for the company argued that while the Board had power to exclude employees from the unit in respect of which application was made, it had no power on that application to certify the applicant as the bargaining agent of an essentially different unit. The number of employees excluded from the unit applied for would be very large in a normal working season. While the Chief Justice was inclined to agree with counsel for the company that the extent of the exclusion should be viewed in the light of conditions in a normal working season, he knew of no principle on which a Court could limit the dimensions of the exclusion a Board can make. What the Board apparently tried to do was to exclude from the unit described in the application employees who could not be eligible to belong to the union under its



constitution. It may also have considered that the unit described in the certification order had more community of interest than the employees described in the application. A decision based on either of these principles for exclusion would appear to be within its jurisdiction.

The employer pointed out that the requirement contained in regulations under the Act for posting an application for certification on the employer's premises gave employees the opportunity to intervene and object. In this case, since the employees had had no opportunity to object to the unit as described in the Board's order, the Board had exceeded its jurisdiction.

Chief Justice Isley considered that this argument would mean that no exclusions could ever be made without a new application. He rejected the argument because the Act clearly permits inclusions and exclusions to be made on the original application.

Counsel for the employer submitted that even if the Board had jurisdiction to make the exclusions, the Board abused, lost, declined or exceeded its jurisdiction when it made the exclusions without notifying the employer. The company did not receive notice of any meeting of the Board in connection with the application or of any evidence being considered by the Board other than the application itself, the list of employees and the company's written submission nor did it receive notice that any consideration was being given by the Board in respect of any bargaining unit other

than that described in the application. The employer contended that the Board's procedure was contrary to natural justice.

His Lordship stated that the company had at one time or another in August, September, November and December of 1953 furnished the Board with a list of its employees and with the nature of their employment in a normal working period (as of August 27, 1953) and had been given the opportunity to argue the case against certification, both in writing and orally and to present evidence at a public hearing. Taking into consideration all the material before the Board in connection with the earlier application of August 23, 1953, as well as the application in issue, the Chief Justice held that since substantially all the relevant evidence appeared to be before the Board and since the statute, having given the Board power to make exclusions without attaching any conditions as to notice, gave the employer the right to apply for reconsideration if he objected to the certification, there was no abuse of jurisdiction. Regardless of what court procedure would be in such a case, the Chief Justice emphasized that a tribunal such as a Labour Relations Board need not conduct an inquiry as though it were a trial, but was entitled to some latitude.

The Court accordingly dismissed the company's application to quash the certification order. *Re Labour Relations Board (Nova Scotia) International Union of Operating Engineers, Local No. 72 v. Municipal Spraying & Contracting Ltd.* [1955] 1 DLR 353.

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## Recent Regulations under Provincial Legislation

New safety rules for powder-actuated tools issued in British Columbia;  
special minimum wage order for beauty parlor employees in Nova Scotia

In British Columbia, accident prevention regulations for explosive-actuated tools have been issued by the Workmen's Compensation Board.

The British Columbia Gas Act and regulations under it, administered by the Department of Public Works, require persons engaged in the installation or repair of house piping or appliances to be licensed gas-fitters. To obtain a licence a candidate must have four years' experience and must pass tests establishing his competence.

A special minimum wage order was issued for women employed in beauty parlours in Nova Scotia. The rate for an experienced employee is the same as the rate set in the general order for women but special provisions are made for the learning period.

The workmen's compensation regulations in Nova Scotia were revised to conform with changes in the coverage of the Act.

In Ontario, the responsibilities of a school attendance officer in investigating applications for employment permits for

children under 16 years of age are set out in regulations under the education Acts revised in 1954.

### **British Columbia Gas Act**

The regulations governing gas-fitters, contractors and dealers which were approved by O.C. 1853 of August 11, 1954, were amended by O.C. 2816 of December 13, gazetted December 23. The amending regulations limit the period during which a provisional licence is valid and make provision for the issuing of provisional licences to persons engaged in a specialized type of gas-fitting. These regulations are issued under authority of the Gas Act (L.G., Dec. 1954, p. 1744), which was proclaimed in force August 11.

The main regulations, gazetted August 19, forbid anyone to do the work of a gas-fitter unless he holds a valid unexpired gas-fitter's licence. This licence must be produced at the request of an inspector. An apprentice or assistant may not help the gas-fitter except under his continuous supervision.

Licences are issued by the Chief Engineer-Surveyor, an officer of the Department of Public Works, on the recommendation of the Advisory Board established under the Act. Testimonials certifying to the applicant's knowledge and experience must accompany an application for a licence. Four years' practical experience is required, inclusive of apprenticeship service as a gas-fitter, plumber or pipe-fitter. Credit in terms of qualifying experience may be granted by the Board for a certificate issued by another government authority.

The examination for a gas-fitter's licence is written, practical and oral. The fee is \$10. In cases of failure, it is left to the examiner to set the date of re-examination, the fee for which is \$2.50.

All licences other than provisional or temporary ones or those issued on or after October 15 expire on December 31 of the year of issue. The fee for renewal is \$2. If the licence is not renewed by February 1, a fee of \$4 must be paid. The fee is further increased by \$2 for each additional year the licence remains unrenewed until cancelled. A licence which is not renewed for three consecutive years will be cancelled, after which an examination will be required for a new licence.

Provisional licences, which are limited to the period and area mentioned in the licence, may be issued without examination at the discretion of the Chief Engineer-Surveyor in case of emergency or to a person who is awaiting the next examination date or who failed an examination by

a narrow margin. The amendment to the regulations provides that such licences may now be issued to persons engaged in a specialized type of gas-fitting, and also specifies that a provisional licence may not be valid for a period longer than 12 months.

Provisional licences may also be issued to applicants who have not served an apprenticeship but have at least four years' experience as gas-fitters, plumbers or pipe-fitters. In this case, the applicant may be subjected to an oral, practical or written examination, or any combination of these. On passing the examination, he may be issued a provisional licence until he is considered eligible to write off the examination for a gas-fitter's licence.

Provision was made in the main regulations for the issuing of licences to inspectors without examination or fee so long as they remain inspectors.

For a period of 90 days after the regulations came into effect, a person who had been working regularly as a gas-fitter or plumber for five years could apply for a temporary licence valid only until the holder was called for examination by the Board, but in no case valid for more than 90 days without renewal.

Licences may be endorsed, cancelled or suspended if improperly granted or used and in various other circumstances such as poor workmanship and laxity in complying with regulations governing the work.

### **British Columbia Workmen's Compensation Act**

New accident prevention regulations governing the use of explosive-actuated tools were issued in British Columbia. They are the first regulations issued in Canada to deal with the hazards connected with the use of explosive-actuated tools. These tools are powered by the force of an exploding powder charge which is capable of driving studs, punches or rivets into concrete, steel and other materials. No drilling or supplementary power is needed.

Uses for the tools are found in the construction industry, shipbuilding and in various other types of work. For example, they may be used for fastening steel window and door frames or electrical fixtures to concrete, masonry or steel; for hanging accoustical ceilings or walls; and for mounting or anchoring machinery.

A foreword to the regulations, which were issued by the Workmen's Compensation Board after two public hearings, stresses that the rules cannot completely cover all the hazards associated with such equipment but that they do serve to reveal some



of the more obvious dangers and are valuable for the development of prudence and forethought. The foreword emphasizes that explosive-actuated tools should be handled with the same care and attention as firearms and with due consideration of the dangers associated with the forceful shattering of masonry and similar material, the harmful results of using excessive charges, and the risk of the projectile ricocheting.

To reduce the hazards indicated in the foreword, the Board has specified safety features which must be included in the design, and has laid down rules for the care of the tools in use and in storage. The operator is required to have adequate knowledge of the tool and to observe certain safe procedures in respect to inspection, loading and firing. A penalty of up to \$300 is set for contravention of any provision.

Any employer affected by the regulations must become familiar with them and enforce them. He is placed under an obligation to make certain that the regulations are complied with by supervisors and workmen associated with the handling and use of such tools.

No person may operate or be permitted to operate an explosive-actuated tool until he has been thoroughly trained in its use, has demonstrated that he can use it effectively and safely under all conditions in which it will be used, is familiar with the regulations and has been authorized by a competent supervisor to use the tool.

Every explosive-actuated tool must be designed in such a way that it will not fire if the discharge end of the tool is not in firm contact with the surface being worked and if the angle of inclination of the tool from the surface is more than 15 degrees from a right angle. Other requirements in design are a manually operated safety device which will prevent inadvertent firing of the charge and a shield, guard or other device to confine flying particles and restrain materials that might ricochet. The protective shield is to be used in a central position on the tool whenever possible and care must be taken to return it to that position if it has been shifted for more convenient access to corners or walls. The shield may be retractable for work in recesses or boxes, but must be so designed that it will automatically return to its normal operating position when brought into the open again.

Every tool must be maintained in a safe working condition and must be inspected thoroughly each day before using it. Defective or unsafe tools must be removed from service.

Suitable eye-protective devices must be worn by tool operators, helpers and other workmen in the immediate vicinity.

Various provisions prohibit the use of the tools in particularly hazardous circumstances. For example, the tools must not be used where flammable or explosive gases are present. If they are used in confined spaces, ventilation must be provided to limit the contamination of the air to a recognized safe concentration.

Projectiles must not be discharged so close to corners or edges as to cause the material to break off or where the guard or shield would not be effective. The regulations also prohibit the firing of projectiles into material of unknown resistance to penetration or into any material through which the projectile may pass completely unless precautions are taken to ensure that no one will be in the path of the projectile. The tools must not be used on any unusually hard or brittle surface such as glazed brick or tile, glass, cast iron, terra cotta, marble, granite or slate. Steel surfaces must be tested to determine if the steel is harder than the projectile being used. The hardness is to be tested by using a hand hammer to drive the point of the projectile into the steel. If the point does not penetrate the surface, no attempt shall be made to use the tool on that surface.

Loading must be preceded by careful inspection to make sure that no foreign matter is in the breech and barrel. A tool should only be loaded immediately before use and should not be left unattended while loaded. If a misfire occurs, the tool must be held in the firing position for at least 15 seconds. Until the cartridge has been ejected, the tool must be pointed in a direction where injury will not be caused in the event of an explosion.

When not in use, the tools and the explosive charges for them are to be kept in a safe storage place where they will be inaccessible to persons not authorized to handle them. Neither the tools nor the ammunition should be left unattended unless they are in a locked case or other safe place of storage.

Anyone knowing that a tool is being improperly used must report the fact and circumstances to the Workmen's Compensation Board.

The regulations, gazetted February 3, became effective February 1.

## Nova Scotia Women's Minimum Wage Act

A new minimum wage order applicable to women employed in beauty parlours has been issued in Nova Scotia. The minimum rates for experienced employees are the same as those required by the general order applicable to all women workers but the rates set for beauty operator students are lower than those for learners under the general order and the learning period is longer. Employers and employees in the beauty culture trade are now excluded from the general order.

For experienced employees the minimum weekly wage is \$16.80 in Zone I, \$15.80 in Zone II and \$14.80 in Zone III. The rates and the zones are the same as those established by the general order (L.G., 1951, p. 1392). Lower rates apply to employees who are receiving instruction and training in hairdressing, permanent waving, manicuring and similar occupations and whose total period of instruction with one or more employers or in one or more schools has not exceeded 18 months. No minimum wage is set for the first six months of their training. For the second six months the minimum weekly wage is \$12 in Zone I, \$11 in Zone II and \$10 in Zone III and for the third six months \$14 in Zone I, \$13 in Zone II and \$12 in Zone III. Under the general minimum wage order the minimum rate for learners in each zone is \$2 less than the rate for experienced workers for the first three months and \$1 less than for the second three months.

Not more than 25 per cent of the female employees in any beauty parlour may be students except that if there are seven or fewer female employees in any establishment two students may be employed.

The wages fixed are for a maximum of 48 hours a week or for the normal number of weekly hours in the establishment if they are less than 48. Overtime at the rate of time and one-half must be paid for time worked in excess of these hours to employees whose weekly wage is the minimum wage. Part-time workers must be paid at an hourly rate to be determined by dividing the weekly minimum wage by the number of weekly hours. No deduction from wages for lost time which brings the wages below the minimum may exceed the value of the time lost determined according to the part-time rates.

The minimum wage is the same for handicapped workers unless a lower payment in a specific case has been approved by the Minimum Wage Board after written application by the employer.

No deductions from the minimum rates may be made for time not worked because of statutory holidays. If an employer requires a uniform to be worn, he is required to supply it without cost to the employee. Wages must be paid weekly in cash.

The order was made November 24, approved by Order in Council January 25 and gazetted March 2.

## Nova Scotia Workmen's Compensation Act

Regulations made by the Workmen's Compensation Board on January 6 under the Workmen's Compensation Act of Nova Scotia were gazetted February 2, 1955, replacing regulations made in 1938.

These regulations, which came into effect February 1, are mainly concerned with coverage. Industries to which Part I (the collective liability system) applies, and also certain classes of employees who are exempted, are listed in the Act. However, the Board is given authority to exclude any industry or to bring any industry within the scope of Part I by regulation. When the Act was revised in 1954, some industries formerly excluded, mainly hotels and restaurants and retail and wholesale stores, were brought under Part I effective January 1, 1955 (L.G., Dec. 1954, p. 1745). The new regulations are in line with these changes.

As before, every industry is excluded if fewer than five workmen are employed. So also are most of the industries excluded under the former regulations, mainly shipping; stevedoring; the operation of cabs and buses; aviation and aerial transportation; education, hospital, surgical, medical, veterinary and dental work; barber shops and shoe shine establishments.

The business of a professional engineer is now also excluded. Taverns are excluded although, as mentioned above, hotels and restaurants are now included in the list of covered industries in the Act. Actors and entertainers performing at a broadcasting station are excluded, but in respect of other employees broadcasting stations are covered. Travelling salesmen, when they are the only workmen employed in an industry, are excluded. While aerial transportation is still excluded, the provision that persons who are employed by an employer within the scope of Part I are excluded while being transported by aeroplane has been dropped from the new regulations.

An industry or workman excluded by regulation ceases to be excluded if the Board authorizes an assessment to be made with respect to the industry or workman.



The Board has authority to fix the minimum annual assessment in any industry, and has raised the amount from \$2 to \$5.

The regulations also require an employer to keep an adequate first aid kit on his premises. The contents of a kit suitable for an establishment in which more than 15 people are employed are set out in detail. The Board may direct a variation in the first aid requirements where deemed necessary.

### **Ontario Department of Education Act**

Regulations were made under the new Department of Education Act by O.Reg. 9/55 on January 10, filed January 26, and gazetted February 5.

Among other administrative matters, these regulations deal with the responsibilities of school attendance officers in issuing home permits or employment certificates to children of school age.

The Schools Administration Act (L.G., 1954, p. 1151) provides that, with some exceptions, school attendance is compulsory to the end of the last school day in June in the year in which a child reaches the age of 16, unless he has obtained a secondary school graduation diploma or equivalent standing. The Act makes it an offence for a person to employ a child of compulsory school age during school hours without an employment certificate. Parents may not keep a child out of school for home duties without a home permit, except on farms in the case of children over 14 years of age. All school boards are required to appoint attendance officers, and provision is made in the Act for the appointment of a provincial attendance officer to superintend the enforcement of compulsory school attendance.

The new regulations require that a boy or girl seeking a home permit obtain an application form, have his parent or guardian complete it, and submit the application in person, with evidence of age, to his school attendance officer. In applying for a home permit or an employment certificate, the parent must state the nature of the occupation in which the child will be engaged in the home, and the reasons for making the application. The school attendance officer must then investigate the home conditions of the applicant before issuing a permit. If the applicant is under 14 years, absence from school may not be authorized for more than six weeks in a

school term. The attendance officer must deliver the permit to the child's parent or guardian and promptly notify the school principal concerned.

An applicant seeking an employment permit is required to follow the procedure described above, and present, as well, a promise of employment in the prescribed form signed by his prospective employer. The form completed by the employer must state the nature of the employment offered, the wages to be paid and the hours to be worked per day. The attendance officer has the responsibility of investigating the situation in the home and the conditions of the employment available before issuing a permit. The permit, when granted, is given to the employer.

These regulations revoke regulations 1 and 355 of the Consolidated Regulations of Ontario 1950, and O.Reg. 271/51 and 272/51 under which a substantially similar system of issuing permits was in effect.

### **Ontario Disabled Persons' Allowances Act**

The regulations regarding disabled persons' allowances were amended by O.Reg. 8/55, made January 6 and gazetted February 5, with respect to the allowable income of a person otherwise eligible for assistance. In line with regulations under the federal Disabled Persons Act (L.G., Feb., p. 184), the allowable combined income of a married person and his spouse is now set at \$1,200 a year. This was the amount set in the Ontario regulations issued in 1952, but it was raised to \$1,440 by an amendment made in November of that year. A new provision is added which sets \$1,320 as the allowable combined income of a disabled person living with a blind spouse.

### **Saskatchewan Hours of Work Act**

Three hours of work orders in Saskatchewan which would have expired on January 31 (L.G., Feb., p. 190) were renewed until April 30 by O.C. 263/55 of February 1, gazetted February 11.

The orders (L.G., 1953, p. 1192) permit a 48-hour week after which overtime must be paid rather than the standard 44-hour week for certain employees.

Employees affected by the orders are shop and office employees in 83 listed towns and villages with between 300 and 500 inhabitants and, in 140 towns and villages with a population of more than 300 (excluding cities), employees in establishments other than shops, offices and factories.

# Unemployment Insurance

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims in January almost the same as in December and only slightly higher than in January 1954, statistics\* show. Claimants on live register increased to 543,366 by month's end

The volume of initial and renewal claims for unemployment insurance benefit in January was practically unchanged from that of the previous month and only slightly higher than the January 1954 figure.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that a total of 309,999 claims were filed in local offices across Canada, compared with 310,490 in December and 292,623 in January 1954.

Ordinary and supplementary benefit claimants for whom an unemployment register was located in the live file on January 31 numbered 543,366 (447,020 males and 96,346 females), in comparison with 431,770 (353,037 males and 78,733 females) on December 31 and 494,831 (411,829 males and 83,002 females) on January 31, 1954. An increase in the number of male claimants accounted for most of the increase shown for January over December. On January 31, 1955, the number of short-time and temporary lay-off claimants numbered 38,299 and 5,103, respectively. The increase in the number of short-time and temporary lay-off claimants in Nova Scotia was due to reduced working schedules in the mines.

During January, adjudicating officers disposed of 324,973 initial and renewal claims, of which 223,969 or 69 per cent were "entitled to benefit". A total of 88,831 claimants failed to fulfil the minimum contribution requirements, while disqualifications were imposed in 19,726 cases (including 7,553 on revised and supplementary benefit claims). Chief reasons for disqualification were: "voluntarily left employment without just cause", 4,976 cases; "not unemployed", 4,789 cases; and "not capable of and not available for work", 2,821 cases.

New beneficiaries during January totalled 206,327, compared with 164,660 in December and 197,702 in January 1954.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

During the month, a total of \$26,149,803 was paid in compensation for 8,219,567 days (including 80,629 disability days), in comparison with \$19,428,206 and 6,190,206 days (including 80,581 disability days) during December and \$23,947,213 and 7,563,898 days (including 58,749 disability days) during January 1954.

An estimated number of 387,924 beneficiaries received \$6,877,496 in respect of 2,147,424 days (of which 21,853 were disability days) during the week January 29-February 4, as against an estimated 271,707 beneficiaries who received \$4,781,254 in respect of 1,497,635 days (of which 17,297 were disability days) during the week December 25-31, 1954. For the week January 23-29, 1954, the amount of \$6,522,868 was paid to an estimated 351,173 beneficiaries in respect of 2,058,733 days (of which 15,725 were disability days).

The average daily rate of benefit was \$3.20 for the week January 29-February 4, compared with \$3.19 for the week December 25-31. For the corresponding week last year, the average daily rate of benefit was \$3.17.

### Supplementary Benefit

Supplementary benefit is payable to certain claimants unable to qualify for regular benefit because of insufficient contributions while in insurable employment. During the period December 1 to April 8, any claim failing to meet the contribution requirements is automatically considered under the

\*See Tables E-1 to E-5 at back of book.



supplementary benefit provisions, subject to fulfilment of any one of the following three conditions:—

- (a) a regular benefit year terminated since March 31, 1954 (class 1);
- (b) contributions for not less than 90 days since March 31, 1954 (class 2);
- (c) attachment to an employment that became insurable within the 12 months preceding the date of claim provided that he worked\* in that and/or other insurable employment for not less than 90 days since March 31, 1954 (class 4). (There will be no claimants in class 4 during the current supplementary benefit period.)

Claimants must comply with all the provisions of the Unemployment Insurance Act and Regulations except the statutory conditions.

Two important revisions were effected in the basic provisions respecting the payment of supplementary benefit for the period January 1 to April 15, 1955. The terms of the Act, which received royal assent on January 13, 1955, provide for an increase in the rate of supplementary benefit and in the minimum duration authorized. Effective January 10, 1955, supplementary benefit is payable at the same rate as under the regular provisions of the Act; as of January 1, 1955, the minimum duration authorized is 60 days, or the number of days which will elapse between the date on which a claimant establishes the right to supplementary benefit and April 15, whichever is the less. Where the days authorized on the benefit year terminated since March 31, 1954, were more than 60, however, claimants in class 1 may draw benefit for a period equal to the number of days authorized on the benefit year terminated or the number of days which will elapse between the date entitlement is proved and April 15, whichever is the less.

## Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for January show that insurance books or contribution cards were issued to 4,536,859 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1954.

At January 31, employers registered numbered 267,680, an increase of 1,311 during the month.

## Enforcement Statistics

During January, 3,592 investigations were conducted by district investigators across Canada. Of these, 2,244 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 1,348 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 116\* cases, 30 against employers and 86 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 696.\*

## Unemployment Insurance Fund

Revenue received in January totalled \$18,430,350.99, compared with \$18,585,037.39 in December and \$17,832,523.68 in January 1954. Benefit payments amounted to \$28,361,595.23, compared with \$19,412,071.55 in December and \$26,142,104.17 in January 1954. The balance in the fund at January 31 was \$886,711,147.56. At December 31, there was a balance of \$896,642,391.80 and at January 31, 1954, of \$913,872,013.09.

\*These do not necessarily relate to the investigations conducted during this month.

## Report of Board

*(Continued from page 438)*

that an Arbitration Board called upon to make recommendations with regard to what salaries should be paid is relieved of a great deal of responsibility.

I am therefore of the opinion that all hiring rates mentioned in the majority report should be increased by five dollars (\$5). And also that a general increase of

15 per cent should be granted to all employees after the salary adjustment called for in the case of employees earning less than the salary suggested as a hiring rate has been made.

All of which is respectfully submitted.

*(Sgd.)* PHILIPPE VAILLANCOURT,  
Member.

# Selected Decision of Umpire under the Unemployment Insurance Act

Complete text published because of its great general interest

## Decision CU-B 1121, January 25, 1955

**Summary of the Facts:** The claimant, whose usual occupation is that of a grocery sales clerk, filed an initial application for benefit on February 9, 1954.

On May 31, 1954, while on continuing claim, she accepted intermittent employment as a cake wrapper and bakery helper with ..... Limited in Nanaimo, B.C., at a wage of \$10.13 a day and worked odd days as required, including July 1, 2, 5 and 7.

On July 8, 1954, a stoppage of work brought all normal operations of the bakery to a complete standstill. According to the submissions, a bargaining agreement was entered into on June 1, 1953 between ..... Limited of Nanaimo, B.C., and Vancouver, B.C., and the Confectionery Workers' International Union, Local 468 (AFL-TLC) which was to remain in force until May 31, 1954. During April 1954, the union began negotiating with the company for certain changes in the agreement. The dispute concerned a reduction of working hours and other fringe benefits, and among the classifications covered by the agreement were helpers and cake wrappers. As no settlement could be reached, the dispute was carried to a conciliation officer and then to a provincial conciliation board. The board's findings were not acceptable to either party. Subsequently, the union applied for a supervised strike vote and as a result of the vote the union called for strike action at the premises of the company in Vancouver on July 8, 1954. In view of the strike action at its Vancouver plant, the company at 12:00 noon on the same date locked out the employees at its Nanaimo plant.

The insurance officer was of the opinion that the claimant had lost her employment by reason of a stoppage of work due to a labour dispute at the premises at which she was employed and as she belonged to a grade or class of workers covered by the bargaining agreement and who were participating and directly interested in the dispute, he disqualified her, pursuant to Section 41 of the Act, for the duration of the stoppage of work.

On August 12, 1954, the claimant appealed to a court of referees on the grounds that she was not a member of the union involved in the labour dispute nor any other union; that she had no connection with the dispute whatsoever; that before the lockout occurred she had been negotiating for employment in a restaurant which was to open on August 13 and that she had no intention of returning to bakery work.

On August 24, 1954, the manager of the company wrote a letter to the local office of the Commission wherein he stated that the claimant was temporarily employed on a daily basis at the bakery, that she "would not have been working for (the company) after July 24, 1954, at the very latest" and that she had informed him that she expected to obtain employment with a restaurant in Nanaimo.

The case came before a court of referees on August 25, 1954, but was adjourned the same day as the court desired information as to the number of days the claimant had worked each week at the bakery and the days she had drawn benefit during the period she was intermittently employed there. The insurance officer reported as follows:

According to statements made each week on her call days, during the period 31 May, 1954, to 7 July, 1954, the above-mentioned claimant worked on the following individual dates for ..... Bakery, Nanaimo, B.C.: 31 May, 1954, 3, 4, 7, 11, 14, 17, 18, 21, 22, 25, 28 and 29 June, 1954, and 1, 2, 5 and 7 July, 1954. Except for 8 June, 1954 when she was shown as being not available on UIC 485, Unemployment Register, claimant was paid benefit for all the remaining days in the period in question.

The court of referees was in complete disagreement with the application of the Act in regard to casual employees who found themselves involuntarily involved in a labour dispute. There was no indication that the claimant would have ever become a permanent employee of the bakery or would have benefited by the outcome of the dispute, and as the members of the court found no latitude under the Act to

implement their personal feelings in the matter they unanimously upheld the decision of the insurance officer.

The claimant appealed to the Umpire. In response to a request for information as to whether or not the claimant had become employed in other employment since her separation from ..... Bakery on July 7, 1954, the insurance officer stated that she had worked from August 12 to August 19, 1954, as a waitress in a cafe in Nanaimo and that on September 23, 1954, she commenced steady employment as a waitress in a hotel in the same city.

**Conclusions:** The complete stoppage of work which took place at the Nanaimo plant of the company on July 8, 1954, bore direct relationship to the dispute which had been in progress for some time between the said company and its employees, and as the dispute was connected with conditions of employment I consider that the stoppage of work was due to a labour dispute within the meaning of Section 2(1)(d) of the Act. The only question to be determined, therefore, is whether the claimant is subject to disqualification pursuant to Section 41 of the Act.

The claimant had been regularly employed by the same employer for two, three or four days each week since May 31, 1954, and there is no reason to believe that, but for the stoppage, she would not have continued to be so employed after July 7, 1954, and at least until July 24, 1954.

On the other hand, the claimant was employed as a helper and cake wrapper.

As these classifications were among those covered by the bargaining agreement which was under discussion, she was directly interested in the labour dispute, inasmuch as her conditions of employment stood to be affected by the outcome of the dispute regardless of the fact that she did not belong to the interested union.

I consider, therefore, that the claimant was rightfully disqualified by the insurance officer pursuant to Section 41 of the Act as from July 8, 1954, date of the stoppage, but direct that the disqualification be lifted as of July 24, 1954, which was the date fixed by the employer for the termination of her contract of service with the company, or on the date on which the stoppage of work ceased, whichever date is the earlier. With this reservation, the claimant's appeal is dismissed.

I am fully aware that the construction which I have put on the words "...but this disqualification lasts only so long as the stoppage of work continues..." which appear in Section 41(1) of the Act, is not in accordance with the strict interpretation which my predecessor gave in one of his decisions, namely CU-B 152 (1946). I feel, however, that I should now give an interpretation which would be more in keeping with the general aims of social legislation and acknowledge the principle that a disqualification under that section should end on the date that the stoppage of work due to the labour dispute ceases to be in any way the effective cause of a claimant's unemployment.

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## 71 Per Cent of Workers under N.Y. Pension Plans Pay No Contribution

The employer pays the entire contribution for 71 per cent of the 920,000 employees covered by 1,535 employer self-administered pension plans in New York State, according to 1952 data recently made public by the state's Insurance Department in *Whose Welfare? A Report on Union and Employer Welfare Plans in New York*.

The plans studied included unilateral plans as well as bilaterally negotiated plans, of which there are at least as many in the state, and multi-employer plans.

A study by the state's Department of Labor, which included pension plans regardless of the method of administration but excluded unilateral plans, reported that 87 per cent of the approximately one million

employees covered by collectively-bargained pension plans in the state paid no contribution, as of January 1953.

A similar study of collectively-bargained pension plans by the United States Bureau of Labor Statistics as of early 1954 found that 85 per cent of covered persons in the country are under non-contributory plans. For negotiated health and life insurance plans, the figure is 62 per cent under non-contributory plans.

Total coverage of negotiated welfare plans in the United States is estimated at 11,290,000 union workers, an increase of more than 3.6 million since mid-1950. These figures exclude government and railroad workers, for whom special legislation exists.



# Labour Conditions

## in Federal Government Contracts

### Wage Schedules Prepared and Contracts Awarded during February

#### Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 108 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 87 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Agriculture .....	1	\$ 28,000.00
Defence Production (January report).....	252	4,430,746.00
Post Office .....	13	104,584.11
R.C.M.P. ....	1	1,600.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments made during February

During February the sum of \$2,572.94 was collected from eight employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 75 employees concerned.

## Contracts Containing Fair Wage Schedules Awarded during February

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*La Salle River Man:* Earl Fossay & Richard Desilets, construction of Lewko dam; Paul Braun's Construction Co, construction of Hampson dam. *Near Pipestone Man:* Mid West & Engineering Co Ltd, construction of diversion channel with dykes from Pipestone Creek to Oak Lake.

### Central Mortgage and Housing Corporation

*Cornwallis N S:* Eastern Woodworkers Ltd, construction of housing units & services. *Eastern Passage N S:* Lincoln Construction Co Ltd, site grading, drainage, construction of streets & water & sewer systems, HMCS "Shearwater". *Barriefield Ont:* H J McFarland Construction Ltd, construction of Stage II school. *Hagersville Ont:* Johnson Bros Co Ltd, construction of housing units. *Edmonton Alta:* North Western Utilities Ltd, \*supply & installation of gas service lines; Burns & Dutton Concrete & Construction Co Ltd, construction of housing units. *Chilliwack B C:* Ed Johnston, landscaping of housing units.

### Defence Construction (1951) Limited

*Chatham N B:* New Brunswick Wire Fence Co Ltd, construction of security & perimeter fencing. *Gagetown N B:* B Perini & Sons (Canada) Ltd, construction of various bldgs. *Bagotville Que:* Ovila Gauthier Ltee, strengthening of existing glulam trusses & end wall in drill & recreation hall. *Nicolet Que:* Royalmount Construction Ltd, riprapping of Longue Pointe causeway. *Valcartier Que:* C Jobin Ltee, construction of barrack block; Tellier & Groleau, construction of sergeants' quarters & officers' quarters. *Ville La Salle Que:* Canadian Pacific Railway Co, \*construction of railway siding to bldgs. *London Ont:* John Hayman & Sons Co Ltd, construction of inflammable stores bldg. *Petawawa Ont:* Robertson-Yates

Corp Ltd, construction of barrack blocks, mess & outside services; Robertson-Yates Corp Ltd, construction of garages & POL service station. *Toronto Ont:* Gardiner-Wighton Ltd, construction of extension to officers' mess bldg. *Winnipeg Man:* G F D Bond, construction of paved road & trunk sewer extension, Fort Osborne Barracks; Peter Leitch Construction Ltd, construction of officers' quarters & sergeants' quarters; Claydon Co Ltd, construction of barrack block, lecture training bldg & unit drill hall. *Edmonton Alta:* Bennett & White (Alberta) Ltd, construction of lecture training bldg, sergeants' quarters & officers' quarters; Alexander Construction Ltd, construction of unit drill hall, seeding, sidewalks & gravelling, Griesbach Barracks.

### Building & Maintenance

*Moncton N B:* Canadian National Railways, \*construction of railway spur, Berry Mills. *Renous N B:* Caldwell Construction Co Ltd, alterations to bldgs. *Montreal Que:* Metropole Electric Inc., rewiring & relighting of armoury. *Valcartier Que:* Magloire Cauchon Ltee, construction of extension to measurements bldg; A Deslauriers & Fils Ltee, repairing roof, addition of ceiling, modification & additions to heating & ventilating systems for warehouses. *Petawawa Ont:* Brant Construc-

tion Co Ltd, interior & exterior painting of various bldgs. *Picton Ont:* Quinte Roofing Ltd, repairs to hangar roofs; Warneke Decorating Co, exterior painting of 40 bldgs. *MacDonald Man:* Heath Construction Ltd, cubicling of bldgs, RCAF Station. *Moose Jaw Sask:* Totem Painting Co Ltd, interior painting of various hangars & leantos. *Cold Lake Alta:* McIntyre Aluminum Products Ltd, supply & installation of standard fly screens for various bldgs, RCAF Station.

## National Harbours Board

*Montreal Harbour Que:* Hewitt Equipment Ltd, conversion of locomotive cranes Nos 14 & 15 from steam to diesel. *Port Colborne Ont:* Sterling Electrical Co Ltd, electrical conversion of frequency sensitive equipment & driven equipment from 25 to 60 cycle power.

## National Research Council

*Ottawa Ont:* M J Sulpher & Sons Ltd, construction of inflammable stores bldg.

## Department of Northern Affairs and National Resources

*Banff National Park Alta:* E H Burnham & R M Burnham, construction of residences & garage.

## Department of Public Works

*Charlottetown P E I:* Bruce Stewart & Co Ltd, \*repairs to tug "Peel"; Bruce Stewart & Co Ltd, \*renewals & repairs to dredge "PWD No 9". *Dayspring N S:* Mosher & Rawding Ltd, wharf extension. *Larry's River N S:* Chisholm Construction Co Ltd, breakwater repairs. *Liverpool N S:* Rodney Contractors Ltd, erection of public bldg. *Pictou N S:* Ferguson Industries Ltd, \*construction of tug boat; Ferguson Industries Ltd, \*construction of steel tug boats; Ferguson Industries Ltd, \*repairs to dredge "PWD No 20"; Ferguson Industries, Ltd, \*renewals & repairs to tug "Pugwash"; Ferguson Industries Ltd, \*renewals & repairs to tug "Fredericton". *Little Pokemouche Gully N B:* J W & J Anderson Ltd, construction of wharf. *Sackville N B:* M F Schurman Co Ltd, construction of laboratory, Mount Allison University. *Grande Riviere Que:* Marcel Cauvier & J E Keays, training works reconstruction. *Lauzon Que:* Davie Shipbuilding Ltd, \*repairs to tug "Bersimis". *Ste Anne de la Pocatiere Que:* M Louis Frenette, improvements to heating system, Science Service Laboratory. *Seven Islands Que:* H J O'Connell Ltd, water pipeline connection to Town of Seven Islands water system. *Arnprior Ont:* J D Sanderson Co, new roofing on No 2 hangar, Civil Defence College. *Cobalt Ont:* Hill-Clark-Francis Ltd, erection of public bldg. *London, Ont:* McKay-Cocker Construction Ltd, new coping & repairs to face masonry, Psychiatric Institute, Westminster Hospital. *Ottawa Ont:* Tessier Construction Ltd, construction of storage shed for FDC & addition to existing storage shed, Rideau Hall; Campbell Steel & Iron Works Ltd, repairs to boiler, Fuel Testing Plant, Booth Street; Bedard-Girard Ltd, alterations &

installation of ventilation system, transformer room, Jackson Bldg; Ottawa Plumbing & Heating Ltd, piping changes, Rideau Hall; Otis Elevator Co Ltd, installation of mercury arc rectifier for elevators, Centre Block, Parliament Bldgs; Otis Elevator Co Ltd, mercury arc rectifiers for elevators, Daly Bldg; Edgar Dagenais, alterations to ground floor, Elgin Annex; Jos R Statham, alterations, etc, Jackson Bldg; Goldstein Bros, installation of electrical lights, etc, Bolo Drome; Murphy-Gamble Ltd, laying of linoleum, No 8 Temporary Bldg; A Lanctot Construction Co, postal accommodation, House of Commons; M Pharand Construction, alterations & electrical work, "B" Building. *Owen Sound Ont:* Russel-Hipwell Engines Ltd, \*construction steel tug hull. *Port Arthur Ont:* Claydon Co Ltd, alterations to public bldg. *St. Catharines Ont:* Tope Construction Co, construction of public bldg. *Toronto Ont:* Canadian Dredge & Dock Co Ltd, \*dredging. *Fort Qu'Appelle Sask:* Freoschl & Heisler Ltd, construction of staff residence, Indian Hospital. *Castlegar B C:* Strange Construction Co Ltd, erection of public bldg. *Esquimalt B C:* Pacific Piledriving Co Ltd, dolphin construction. *Leancoil B C:* Square M Construction Ltd, repair or replacement of two intermediate piers, Kicking Horse River bridge, Yoho National Park. *Mission City B C:* C J Oliver Ltd, alterations & additions to public bldg. *Vancouver B C:* Allied Builders Ltd, \*construction of tug. *Victoria, B C:* Grinnell Co of Canada, Ltd, supply & installation of automatic sprinkler system, Hydrographic Warehouse; Otis Elevator Co Ltd, repairs to passenger elevators, Belmont Bldg.

## Department of Transport

*Goose Airport Labrador:* Terminal Construction Co Ltd, construction of transmitter bldg, power house, etc. *Namao Alta:* Crown Paving Co Ltd, additional airport development. *Primrose Lake Alta:* Leonard Gregory, perimeter survey; Yellowhead Construction Co Ltd, perimeter survey; Sidney Harding, perimeter survey.



# Strikes and Lockouts

## Canada February 1955\*

Time lost in industrial disputes resulting in work stoppages decreased sharply during February and was the lowest recorded since March 1954. Only four new stoppages, involving few workers, began during February.

More than three-quarters of the time lost in February was caused by two stoppages involving plumbing and heating equipment factory workers at Toronto, Ont., and linoleum factory workers at Montreal and Farnham, Que.

The question of increased wages and related issues was a factor in eight of the eleven stoppages in existence during February. Of the other disputes, two arose over union questions and one over causes affecting working conditions.

Preliminary figures for February 1955 show a total of 11 strikes and lockouts in existence, involving 2,587 workers, with a time loss of 20,055 man-days, compared with 16 strikes and lockouts in January 1955, with 11,106 workers involved and a loss of 218,145 days. In February 1954 there were 17 strikes and lockouts, 4,631 workers involved and a loss of 52,270 days.

For the first two months of 1955 preliminary figures show a total of 20 strikes and lockouts, involving 11,196 workers, with a time loss of 238,200 man-days. In the

same period in 1954 there were 31 strikes and lockouts, 11,368 workers involved and a loss of 209,239 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in February 1955 was 0.02 per cent of the estimated working time; January 1955, 0.26 per cent; February 1954, 0.06 per cent; the first two months of 1955, 0.14 per cent; and the first two months of 1954, 0.13 per cent.

Of the 11 stoppages in existence during February three were settled in favour of the employers, two were compromise settlements and two were indefinite in result, work being resumed pending final settlement. At the end of the month four stoppages were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; garage workers at Saint John, N.B., on February 9, 1953; and women's clothing factory workers at Montreal, Que., on February 23, 1954.)

## Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in December 1954 was 130 and 21 were still in progress from the previous month, making a total of 151 during the month. In all stoppages of

work in progress 33,500 workers were involved and a time loss of 82,000 days caused.

Of the 130 disputes leading to stoppages of work that began in December, seven, directly involving 1,200 workers, arose over demands for advances in wages, and 59, directly involving 8,500 workers, over other wage questions; six, directly involving 600 workers, over questions as to working hours; 11, directly involving 12,200 workers, over questions respecting the employment of particular classes or persons; 43, directly involving 2,200 workers, over other questions respecting working arrangements; two, directly involving 100 workers, over questions of trade union principle; and two, directly involving 800 workers, were in support of workers involved in other disputes.

\*See Tables G-1 and G-2 at back of book.

## Australia

The Australian *Monthly Bulletin of Employment Statistics* for November 1954 reported a total of 389 industrial disputes resulting in work stoppages during the first quarter of 1954, involving 82,562 workers

and a time loss of 139,849 working days; during the second quarter of 1954, 353 stoppages, 81,788 workers and a loss of 174,623 days; and for the third quarter of 1954, 447 stoppages, 123,041 workers and a loss of 247,976 days.

# Prices and the Cost of Living\*

## Consumer Price Index, March 1, 1955

The consumer price index (1949=100) for Canada declined from 116.3 to 116.0 between February 1 and March 1. It was the fourth consecutive monthly decrease and brought the index to the lowest point in ten months.

The change was largely attributable to a decline in the food index, which moved from 111.5 to 110.7, the same level as a year ago. The change in the food index reflected a 10-cent decrease in coffee and slightly lower prices for all cuts of meat except veal, which outweighed increases for tea, eggs and potatoes.

Both clothing and household operation indexes decreased 0.1 points, the former moving from 108.1 to 108.0 and the latter from 117.1 to 117.0. Price changes within these groups were small and scattered.

The index of other commodities and services remained unchanged at 118.3. Counterbalancing changes were registered as lower prices for automobiles and batteries were offset by increases in tires, automobile maintenance, public transportation and newspapers.

The only group to advance was shelter, which changed from 128.5 to 128.6.

The index one year earlier (March 1, 1954) was 115.5. Group indexes on that date were: food 110.7, shelter 125.6, clothing 109.8, household operation 117.6 and other commodities and services 116.6.

## City Consumer Price Indexes, February 1955

Changes in regional city consumer price indexes (1949=100) between January 3 and February 1 were small as indexes for three centres moved higher, two were unchanged and five moved down.

Lower food prices were general with the exception of small advances in St. John's and Montreal. Shelter indexes were slightly

higher due to increases in rents in four centres; no changes occurred in the remaining six. Group indexes for clothing and household operation were unchanged at almost all centres, while other commodities and services advanced in four cities and remained unchanged in six. Higher hospital charges in Halifax, Saint John, Ottawa and Calgary were mainly responsible for the increases in the other commodities and services group.

Regional consumer price index point changes between January 3 and February 1 were as follows: Toronto -0.2 to 118.7; Winnipeg -0.1 to 115.4; Saskatoon-Regina -0.1 to 113.8; Edmonton-Calgary -0.1 to 114.5; Vancouver -0.1 to 118.3; Halifax +0.3 to 114.6; Saint John +0.2 to 117.6; St. John's +0.1 to 102.7.† Montreal and Ottawa remained unchanged at 117.1 and 117.0 respectively.

## Wholesale Prices, February 1955

Canada's wholesale price index (1935-39=100) advanced 0.8 per cent in February to 217.4 from 215.7 in the preceding month. There were increases in all eight sub-groups. Largest rise, 3.5 per cent, occurred in the non-ferrous metals group, which rose to 176.6 from 170.6 as a result of firmness in copper and its products, gold, tin and silver.

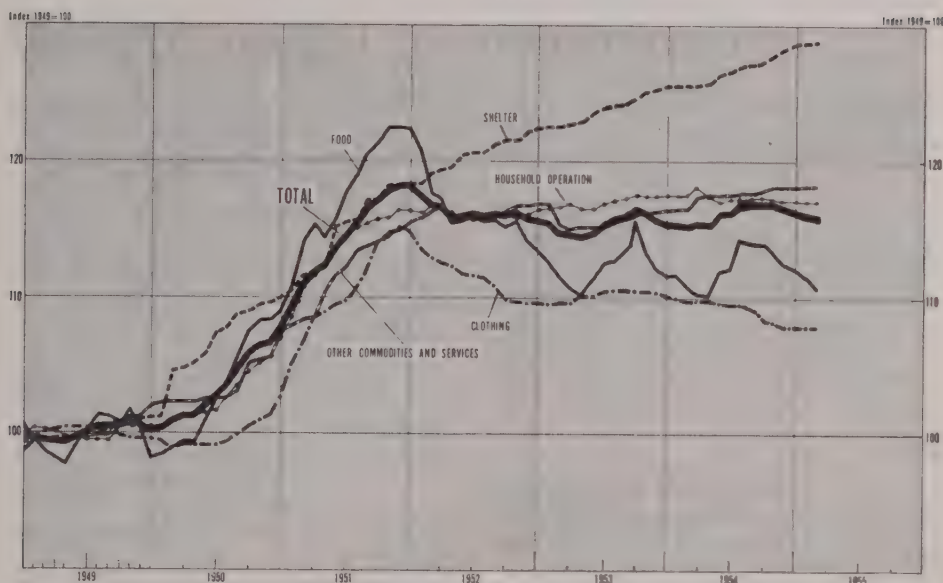
Fibres, textiles and textile products increased 0.9 per cent to 226.0 from 224.0. Wood, wood products and paper as a group advanced 0.8 per cent to 292.0 from 289.7, partly because of a higher rate for the United States dollar. This was reflected in increases in export prices of newsprint, wood pulp and cedar shingles. Firmer prices in the steel scrap and hardware sub-groups moved iron and its products up to 216.0 from 214.5 for a gain of 0.7 per cent.

Vegetable products gained 0.5 per cent to 198.2 from 197.2, chemical products rose 0.3 per cent to 177.1 from 176.6, animal

\*See Tables F-1 and F-2 at back of book.

†On base June 1951=100.

## CONSUMER PRICE INDEX FROM JANUARY 1949



products advanced 0.1 per cent to 226.7 from 226.5, non-metallic minerals registered a gain of 0.1 per cent to 176.6 from 176.4.

**Canadian farm product prices** at terminal markets receded 0.2 per cent to 206.1 from 206.5 in January. Animal products dropped 1 per cent to 245.8 from 248.4 and field products rose 1.2 per cent to 166.4 from 164.5.

**The residential building material price index** moved up 0.2 per cent to 279.1 from 278.5. Non-residential building materials index advanced 0.2 per cent to 121.3 from 121.1.

### U.S. Consumer Price Index

The United States consumer price index (1947-49=100) has been unchanged for three months. In December, January and

February, at the middle of the month, it was 114.3, the Bureau of Labor Statistics has reported.

At 114.3, the index was 0.6 per cent below a year earlier and 12.3 per cent higher than the pre-Korean level of June 1950.

### U.K. Index of Retail Prices, December 1954

The index of retail prices compiled by the United Kingdom Ministry of Labour was still rising at the end of 1954. In mid-December it stood at 109.8 (Jan. 1952=100), up from 109.2 in mid-November.

At the beginning of the year it was 105.8. In February it dropped to 105.6 but since then, except for slight declines in May, August and September, rose steadily all year. Average index for the whole year was 107.7.

## Per Capita Income in India Last Year Was \$59.62

The per capita income in India in 1954 was Rs. 283.9 (\$59.62) at current prices, Finance Minister C. D. Deshmukh said last month in the House of the People. At 1948-49 prices it was Rs. 251.7 (\$55.97).

The per capita income in earlier years was as follows:—

Year	Current Prices	1948-49 Prices
1953.....	\$56.16	\$54.20
1952.....	\$57.65	\$52.90



# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which, it was listed in the *LABOUR GAZETTE*.

List No. 80.

## Business

1. **Alberta. Department of Industries and Labour. Bureau of Statistics.** *Review of Business Conditions, Alberta, 1954.* Edmonton, 1955. Pp. 9.

2. **British Columbia. Bureau of Economics and Statistics.** *Summary of Business Activity in British Columbia, 1954, containing a Statistical Supplement for the Years 1939-54.* Victoria, 1955. Pp. 29, 18.

3. **Canada. Bureau of Statistics.** *Inventories and Shipments in Manufacturing Industries; Revised Base Series, 1949-1951.* Ottawa, Queen's Printer, 1954. Pp. 81.

4. **National Industrial Conference Board.** *The Business Outlook, 1955.* New York, 1954. Pp. 76.

## Discrimination in Employment

5. **National Conference of Christians and Jews.** *A Fair Chance for All Americans: Four Business Leaders tell how Their Firms put This Policy into Action.* New York, 1954. Pp. 18. Contains articles on the hiring of negroes by their firms by Frank M. Folsom, President, R.C.A., M. J. Spiegel, Chairman of the Board, Spiegel, Inc., Ivan L. Willis, Vice-President, International Harvester Company, and C. V. Martin, Vice-President and General Manager, Carson Pirie Scott & Co.

6. **National Conference of Christians and Jews.** *Industry's New Frontier: Good Human Relations within the Plant; Team Work on the Job; stimulated Plant Morale; Two-Way Communication; an In-Plant Adult Education Program developed by the National Conference of Christians and Jews.* New York, 1952? Pp. 7.

7. **National Conference of Christians and Jews.** *Programs and Services in Human Relations for Business and Industry...* New York, 1954? Pp. 10.

8. **Roper, Elmo Burns.** *The High Cost of Discrimination: the Waste in Manpower, Morale and Productivity costs American Industry \$30 Billion a Year.* New York, National Conference of Christians and Jews, 1954? Pp. 18.

9. **Seidenberg, Jacob.** *Negroes in the Work Group: How 33 Business and Industrial Firms offered Equal Employment Opportunities to All; Summary of a Research Study conducted by the New York State School of Industrial and Labor Relations at Cornell University.* New York, National Conference of Christians and Jews, 1954. Pp. 15.

10. **U.S. President's Committee on Government Contracts.** *Equal Opportunity is Good Business.* Washington, G.P.O., 1954. Pp. 13.

## Economic Conditions

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### Quebec Industrialists Urge Controls over Freedom of Association, Right to Strike

In its annual brief to the Quebec Government the Professional Association of Industrialists (PAI) last month called for an investigation to determine whether the application of decrees to give juridical extension to collective agreements has yielded the results expected of it from the point of view of the common good.

The Association also suggested control over the freedom of association and the right to strike and asked that a restrictive interpretation be given to the words "working conditions" during bargaining under the Labour Relations Act.

The brief stated that the freedom of the individual should be at the basis of union freedom and that this individual freedom must not be ignored, falsified or sacrificed by the application of the right of association. It pointed out that labour-management relations fall within the exclusive jurisdiction of the provinces.

The Hon. Maurice Duplessis, Premier of Quebec, promised to study the brief; he gave full support of his Government to free enterprise.

In asking for an investigation of the juridical extension granted by decree to collective agreements, the Association pointed out that this extension should be granted only when the common good

required it and not merely in reply to a request by the majority of the interests involved.

As for the control of the right of association, the brief declared that this right does not create a consensual mandate, still less a legal one, in all things and for all time, in favour of an association. It claimed that certification "does not depend exclusively on the mathematical calculation of memberships in a labour association, but rather on the formal will, freely expressed, of each employee concerned to entrust a definite and well-defined mandate to the association concerned."

The Association also recommended that a strike in a commercial or industrial unit might not be called and continued except in accordance with the free and freely-expressed will of the majority of all the employees in each such unit, and that the calling and continuation of or participation in any strike not resulting from such an expression of will should constitute a forbidden practice under the Labour Relations Act.

Finally, the Association suggested that the words "working conditions" should be interpreted during bargaining to refer only to wage rates and hours of work.

# Labour Statistics

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## A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 22, 1955

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>					(1)		
Both Sexes.....	5,345	89	392	1,542	1,977	910	435
Agricultural.....	762	*	45	159	238	287	31
Non-Agricultural.....	4,583	87	347	1,383	1,739	623	404
Males.....	4,146	69	313	1,192	1,492	744	336
Agricultural.....	734	*	42	155	226	280	29
Non-Agricultural.....	3,412	67	271	1,037	1,266	464	307
Females.....	1,199	20	79	350	485	166	99
Agricultural.....	28	*	*	*	12	*	*
Non-Agricultural.....	1,171	20	76	346	473	159	97
All Ages.....	5,345	89	392	1,542	1,977	910	453
14—19 years.....	494	12	40	179	159	77	27
20—24 years.....	703	16	49	231	241	119	47
25—44 years.....	2,508	40	175	723	930	429	211
45—64 years.....	1,437	19	109	369	557	250	133
65 years and over.....	203	*	19	40	90	35	17
<i>Persons with Jobs</i>							
All status groups.....	4,983	82	359	1,402	1,874	863	403
Males.....	3,826	62	282	1,069	1,403	702	308
Females.....	1,157	20	77	333	471	161	95
Agricultural.....	752	*	45	157	234	284	30
Non-Agricultural.....	4,231	80	314	1,245	1,640	579	373
Paid Workers.....	3,827	70	267	1,114	1,526	516	334
Males.....	2,772	51	200	808	1,092	371	250
Females.....	1,055	19	67	306	434	145	84
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	362	*	33	140	103	47	32
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,043	159	467	1,375	1,631	952	459
Males.....	1,026	59	107	244	293	213	110
Females.....	4,017	100	360	1,131	1,338	739	349

(1) Includes estimates for certain remote areas in Ontario, excluded prior to May 1954, amounting to 0.6 per cent for Canada as a whole and 1.8 per cent for Ontario in all characteristics.

\* Less than 10,000.



**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended January 22, 1955		Week Ended December 11, 1954		Week Ended January 23, 1954	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	381	363	269	258	298	271
Without jobs.....	362	345	247	238	282	259
Under 1 month.....	100	85	85	83	83	83
1—3 months.....	175	152	104	152	152	152
4—6 months.....	50	33	33	33	33	33
7—12 months.....	23	17	17	17	17	17
13—18 months.....	*	*	*	*	*	*
19—and over.....	*	*	*	*	*	*
Worked.....	19	18	22	20	16	12
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	11	11	16	14	*	*

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0.6 per cent for Canada as a whole in all characteristics.

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

\* Less than 10,000.

**TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION**

As the Department of Citizenship and Immigration no longer issues on a monthly basis the statistics presented in this table, it will be now be published here only every third month.

**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA, BY OCCUPATIONS**

As the Department of Citizenship and Immigration no longer issues on a monthly basis the statistics presented in this table, it will now be published here only every third month.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
*1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	302	62	230	199	32	901
1953—Average.....	73	330	70	250	215	34	972
December, 1953.....	71	333	69	255	225	35	988
January, 1954.....	65	322	56	245	223	34	945
February 1954.....	66	325	54	247	225	33	950
March 1954.....	62	323	54	245	226	33	943
April 1954.....	59	322	59	251	229	34	954
May 1954.....	69	320	67	253	232	34	975
June 1954.....	74	325	70	259	237	35	1,000
July 1954.....	80	323	77	262	233	35	1,010
August 1954.....	83	323	76	261	235	36	1,014
September 1954.....	84	326	78	263	244	35	1,030
October 1954.....	86	323	82	265	244	36	1,036
November 1954.....	83	321	77	265	246	36	1,028
December 1954.....	79	325	71	264	250	36	1,025

\* Includes Newfoundland, since 1949.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At January 1, employers in the principal non-agricultural industries reported a total employment of 2,162,575.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
Jan. 1, 1954.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1, 1954.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1, 1954.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
April 1, 1954.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1, 1954.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1, 1954.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1, 1954.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1, 1954.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1, 1954.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1, 1954.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1, 1954.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1, 1954.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
Jan. 1, 1955.....	109.1	149.3	136.3	58.55	103.2	143.6	138.5	60.89

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1 1955	Dec. 1 1954	Jan. 1 1954	Jan. 1 1955	Dec. 1 1954	Jan. 1 1954
(a) Provinces						
Newfoundland.....	122.3	136.4	125.4	50.08	54.66	51.97
Prince Edward Island.....	103.2	117.8	105.8	43.67	43.92	43.23
Nova Scotia.....	97.0	98.5	97.5	48.33	49.56	48.41
New Brunswick.....	103.0	101.9	99.7	50.44	50.53	48.78
Quebec.....	109.7	113.7	108.7	56.22	57.24	54.03
Ontario.....	109.1	110.8	112.3	61.25	61.87	58.67
Manitoba.....	103.6	107.6	104.7	56.22	56.97	54.62
Saskatchewan.....	115.9	123.5	115.9	56.40	57.20	55.01
Alberta.....	128.4	133.7	124.7	59.11	61.61	57.77
British Columbia.....	104.0	107.1	103.2	62.86	64.97	61.67
Canada.....	109.1	112.1	109.9	58.55	59.59	56.56
(b) Metropolitan Areas						
St. John's.....	113.1	120.4	109.6	42.14	45.21	40.76
Sydney.....	92.2	92.7	97.7	60.12	59.81	59.58
Halifax.....	114.3	114.4	115.6	47.09	47.48	45.82
Saint John.....	107.6	95.4	108.9	47.54	47.66	44.42
Quebec.....	105.0	111.7	107.2	48.78	49.72	45.85
Sherbrooke.....	102.6	104.3	100.6	48.09	49.41	44.26
Three Rivers.....	95.2	102.7	98.1	56.08	55.70	52.47
Drummondville.....	73.0	73.3	70.9	51.36	53.58	51.53
Montreal.....	110.0	112.4	111.2	56.62	58.10	54.34
Ottawa—Hull.....	111.1	113.1	109.2	54.43	54.44	51.16
Peterborough.....	94.1	93.9	101.7	60.78	62.75	61.47
Oshawa.....	146.8	139.2	155.9	71.77	68.64	65.68
Niagara Falls.....	114.9	125.0	158.5	66.85	66.36	62.71
St. Catharines.....	111.3	113.1	112.4	68.23	69.07	65.14
Toronto.....	120.8	121.5	121.1	62.06	62.86	59.67
Hamilton.....	100.1	102.4	108.1	62.95	63.32	59.78
Galt.....	95.5	95.5	104.7	53.07	54.56	51.85
Kitchener.....	102.2	113.4	102.7	55.82	57.36	51.76
Sudbury.....	132.4	132.6	137.2	72.47	72.84	71.31
London.....	107.2	110.1	110.9	55.94	57.70	53.84
Sarnia.....	111.5	114.5	116.9	72.83	74.44	69.94
Windsor.....	79.7	77.4	168.2	69.15	69.55	63.93
Sault Ste. Marie.....	93.7	98.4	111.8	66.91	67.80	67.84
Ft. William—Pt. Arthur.....	104.9	108.3	114.9	59.49	61.22	58.26
Winnipeg.....	103.3	106.9	101.8	53.62	54.24	51.91
Regina.....	116.7	124.0	115.7	51.27	53.22	52.70
Saskatoon.....	117.3	122.3	115.3	54.27	54.33	51.31
Edmonton.....	149.0	155.2	140.1	51.93	59.52	54.26
Calgary.....	135.4	139.6	128.6	57.53	58.93	55.22
Vancouver.....	103.4	104.0	101.0	60.91	62.06	58.91
Victoria.....	111.2	113.4	112.8	56.44	57.89	54.40



**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1 1955	Dec. 1 1954	Jan. 1 1954	Jan. 1 1955	Dec. 1 1954	Jan. 1 1954
<b>Mining</b> .....	<b>110.9</b>	<b>112.7</b>	<b>103.6</b>	<b>70.38</b>	<b>72.73</b>	<b>68.04</b>
Metal mining.....	112.4	114.1	98.7	72.71	75.76	71.87
Gold.....	81.6	82.3	65.5	66.35	68.84	63.40
Other metal.....	141.2	143.7	129.3	76.14	79.46	75.82
Fuels.....	105.3	105.4	104.7	68.90	70.32	66.05
Coal.....	77.6	77.1	82.5	59.21	61.28	57.53
Oil and natural gas.....	196.6	198.9	178.7	81.52	81.89	79.20
Non-metal.....	121.3	129.4	122.7	64.65	66.77	59.31
<b>Manufacturing</b> .....	<b>103.2</b>	<b>105.4</b>	<b>108.0</b>	<b>60.89</b>	<b>62.07</b>	<b>58.24</b>
Food and beverages.....	98.6	108.5	97.7	55.15	54.97	53.35
Meat products.....	114.0	118.6	111.7	64.10	65.55	62.77
Canned and preserved fruits and vegetables.....	69.9	105.5	67.9	47.04	42.95	45.41
Grain mill products.....	105.3	106.3	100.5	57.50	59.59	55.99
Bread and other bakery products.....	104.7	105.4	105.1	52.51	52.46	51.95
Distilled and malt liquors.....	103.7	113.9	109.5	70.69	63.22	66.55
Tobacco and tobacco products.....	103.1	93.7	101.6	50.43	56.30	50.58
Rubber products.....	102.3	103.3	97.1	62.02	63.51	57.68
Leather products.....	83.2	85.4	89.3	41.54	42.17	38.94
Boots and shoes (except rubber).....	85.8	87.2	91.8	38.84	39.28	36.31
Textile products (except clothing).....	80.4	81.7	82.5	49.57	50.81	46.02
Cotton yarn and broad woven goods.....	81.8	80.5	77.4	47.14	47.10	41.42
Woollen goods.....	69.8	70.1	73.6	47.09	49.50	44.54
Synthetic textiles and silk.....	84.6	84.5	86.1	54.99	57.38	51.96
Clothing (textile and fur).....	86.5	90.2	90.7	39.15	41.19	36.50
Men's clothing.....	88.7	93.1	94.7	37.79	39.51	35.55
Women's clothing.....	88.6	91.1	90.1	38.81	40.67	36.28
Knit goods.....	77.0	80.0	83.6	40.41	43.85	38.04
Wood products.....	96.5	99.6	94.1	52.92	55.70	49.92
Saw and planing mills.....	97.2	100.0	90.9	54.74	57.63	51.73
Furniture.....	102.2	105.5	105.0	51.02	53.79	47.41
Other wood products.....	83.6	87.6	89.0	47.50	49.92	46.85
Paper products.....	113.1	114.2	110.2	71.43	73.30	69.28
Pulp and paper mills.....	116.3	117.2	111.5	76.83	78.76	75.68
Other paper products.....	105.4	106.9	107.1	56.92	58.73	53.00
Printing, publishing and allied industries.....	110.8	112.0	108.5	65.71	66.32	62.84
Iron and steel products.....	95.7	94.8	104.3	66.57	68.47	63.83
Agricultural implements.....	63.9	45.2	63.7	67.65	68.49	66.92
Fabricated and structural steel.....	126.3	112.8	135.3	71.21	74.90	66.48
Hardware and tools.....	97.3	98.5	105.9	62.16	65.03	60.60
Heating and cooking appliances.....	92.9	98.3	91.9	58.21	62.66	54.80
Iron castings.....	82.6	83.9	92.3	64.34	67.53	60.94
Machinery mfg.....	106.4	107.6	113.8	65.94	67.13	62.97
Primary iron and steel.....	94.5	95.4	108.0	71.98	72.28	70.78
Sheet metal products.....	98.5	103.3	100.4	62.56	66.83	59.24
Transportation equipment.....	119.9	119.8	148.4	69.03	70.86	65.69
Aircraft and parts.....	340.3	344.8	382.5	73.28	75.21	69.22
Motor vehicles.....	81.9	73.7	122.4	80.31	79.62	71.15
Motor vehicle parts and accessories.....	106.1	103.1	120.5	70.71	70.66	64.34
Railroad and rolling stock equipment.....	81.1	82.7	102.1	62.27	63.59	61.67
Shipbuilding and repairing.....	134.1	143.3	167.7	58.01	66.67	60.35
Non-ferrous metal products.....	119.8	120.3	116.3	70.21	70.54	67.21
Aluminum products.....	120.0	121.1	120.3	66.50	66.97	63.86
Brass and copper products.....	102.7	104.0	109.5	65.91	67.27	61.27
Smelting and refining.....	141.0	140.7	126.4	76.68	75.89	75.00
Electrical apparatus and supplies.....	130.7	133.4	141.1	65.53	67.00	62.50
Non-metallic mineral products.....	111.7	116.4	112.2	63.28	65.27	59.70
Clay products.....	99.1	105.8	99.0	61.08	62.41	58.24
Glass and glass products.....	115.7	117.1	120.9	61.62	62.64	57.50
Products of petroleum and coal.....	118.7	120.7	117.5	88.43	87.22	84.62
Chemical products.....	119.4	120.4	118.1	68.42	67.88	64.89
Medicinal and pharmaceutical preparations.....	108.2	108.0	104.5	62.35	62.19	58.88
Acids, alkalis and salts.....	120.9	122.2	118.4	79.43	76.38	71.45
Miscellaneous manufacturing industries.....	103.0	106.5	106.9	53.24	54.39	51.42
<b>Construction</b> .....	<b>104.8</b>	<b>119.7</b>	<b>105.5</b>	<b>56.82</b>	<b>61.35</b>	<b>55.34</b>
Buildings and structures.....	105.4	120.6	114.3	60.58	66.27	58.52
Building.....	106.7	120.8	105.5	60.45	64.72	56.09
Engineering work.....	99.2	120.1	153.5	61.21	73.16	66.01
Highways, bridges and streets.....	103.9	118.1	91.3	50.77	53.38	48.89
<b>Service</b> .....	<b>109.1</b>	<b>110.6</b>	<b>106.6</b>	<b>39.64</b>	<b>40.09</b>	<b>37.87</b>
Hotels and restaurants.....	104.4	106.1	101.4	34.73	35.04	33.53
Laundries, and dry cleaning plants.....	100.4	101.4	100.0	36.00	37.33	34.81
<b>Industrial composite</b> .....	<b>109.1</b>	<b>112.1</b>	<b>109.9</b>	<b>58.55</b>	<b>59.59</b>	<b>56.56</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)      SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Jan. 1, 1955	Dec. 1, 1954	Jan. 1, 1954	Jan. 1, 1955	Dec. 1, 1954	Jan. 1, 1954
Newfoundland.....	39.7	44.8	40.1	142.9	140.9	144.4
Nova Scotia.....	38.0	42.0	38.9	125.5	120.9	125.6
New Brunswick.....	40.2	41.6	38.5	128.5	126.4	125.9
Quebec.....	40.0	42.3	39.2	128.8	127.4	127.0
Ontario.....	39.5	40.8	38.4	149.6	148.1	147.2
Manitoba.....	38.6	40.4	38.0	136.3	135.9	136.1
Saskatchewan.....	39.1	40.6	40.0	148.7	145.6	141.7
Alberta.....	39.1	41.1	38.4	148.9	148.6	143.8
British Columbia.....	37.0	38.7	36.0	171.6	171.1	168.7

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.).

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage Earners)

Source: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1 1955	Dec. 1 1954	Jan. 1 1954	Jan. 1 1955	Dec. 1 1954	Jan. 1 1954	Jan. 1 1955	Dec. 1 1954	Jan. 1 1954
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	41-4	43-8	40-5	160-6	158-6	158-3	66.49	69.47	64.11
Metal mining.....	42-1	44-9	42-1	164-4	162-7	162-3	69.21	73.05	68.33
Gold.....	44-7	46-8	43-1	139-0	139-1	134-1	62.13	65.10	57.80
Other metal.....	40-7	43-8	41-7	179-9	176-7	176-0	73.22	77.39	73.39
Fuels.....	40-0	41-6	38-4	156-1	155-2	156-3	62.44	64.56	60.02
Coal.....	38-8	40-3	36-9	149-1	149-7	151-7	57.85	60.33	55.98
Oil and natural gas.....	43-7	45-4	43-8	175-1	169-3	170-6	76.52	76.86	74.72
Non-metal.....	41-0	44-1	38-8	152-8	147-9	146-7	62.65	65.22	58.92
Manufacturing.....	39-4	41-2	38-5	142-8	141-2	140-4	56.26	58.17	54.05
Food and beverages.....	39-3	41-7	38-7	126-1	121-3	122-7	49.56	50.58	47.48
Meat products.....	39-5	41-0	39-4	152-6	152-2	149-1	60.28	62.40	58.75
Canned and preserved fruits and vegetables.....	35-2	39-6	34-2	110-9	96-0	106-1	39.04	38.02	36.29
Grain mill products.....	39-6	41-9	39-3	135-0	136-3	131-6	53.46	57.11	51.72
Bread and other bakery products.....	42-5	42-8	43-0	108-9	107-4	107-8	46.28	45.97	46.35
Distilled and malt liquors.....	40-5	41-0	39-4	158-5	152-1	153-4	64.19	62.36	60.44
Tobacco and tobacco products.....	35-6	39-5	37-0	126-9	131-9	128-8	45.18	52.10	47.66
Rubber products.....	40-3	41-9	36-4	144-8	144-4	145-8	58.35	60.50	53.07
Leather products.....	37-4	38-9	35-9	101-4	100-0	99-0	37.92	38.90	35.54
Boots and shoes (except rubber).....	36-2	37-4	34-4	97-3	96-1	94-9	35.22	35.94	32.65
Textile products (except clothing).....	40-6	42-2	37-1	110-5	110-2	109-2	44.86	46.50	40.51
Cotton yarn and broad woven goods.....	39-3	39-5	33-4	111-8	111-7	111-1	43.94	44.12	37.11
Woolen goods.....	41-5	44-0	37-9	103-5	103-9	103-6	42.95	45.72	39.26
Synthetic textiles and silk.....	42-3	45-4	40-1	116-0	114-7	113-2	49.07	52.07	45.39
Clothing (textile and fur).....	34-6	37-7	32-0	99-1	97-8	98-2	34.29	36.87	31.42
Men's clothing.....	33-8	36-3	31-7	98-7	97-5	97-1	33.36	35.39	30.78
Women's clothing.....	32-2	35-5	29-6	103-3	100-4	102-6	33.28	35.64	30.37
Knit goods.....	36-8	41-0	34-3	97-7	97-9	97-8	35.95	40.14	33.55
*Wood products.....	39-4	42-1	38-0	127-3	127-2	124-0	50.16	53.55	47.12
Saw and planing mills.....	38-2	41-0	36-9	137-1	136-4	134-1	52.37	55.92	49.48
Furniture.....	41-4	44-2	39-4	114-8	115-2	111-9	47.53	50.92	44.09
Other wood products.....	40-7	43-4	40-2	107-0	108-1	106-9	43.55	46.92	42.97
Paper products.....	41-1	42-6	41-4	162-9	162-9	157-8	66.95	69.40	65.33
Pulp and paper mills.....	41-6	42-9	42-3	173-8	174-0	169-6	72.30	74.65	71.74
Other paper products.....	39-4	41-8	38-8	128-1	128-7	121-4	50.47	53.80	47.10
Printing publishing and allied industries.....	39-4	40-4	39-1	166-9	167-0	160-8	65.76	67.47	62.87
*Iron and steel products.....	39-6	41-2	38-9	158-2	158-5	155-3	62.65	65.30	60.41
Agricultural implements.....	38-7	39-7	38-3	164-9	159-8	164-5	63.82	63.44	63.00
Fabricated and structural steel.....	38-7	41-3	37-7	164-6	167-3	162-1	63.70	69.09	61.11
Hardware and tools.....	40-4	41-9	40-2	145-0	146-4	141-2	58.58	61.34	56.76
Heating and cooking appliances.....	38-7	42-5	37-4	141-3	143-5	135-9	54.68	60.99	50.83
Iron castings.....	40-1	42-3	37-8	153-0	155-2	153-9	61.35	65.65	58.17
Machinery manufacturing.....	40-5	41-7	39-7	152-9	153-3	149-2	61.92	63.93	59.23
Primary iron and steel.....	39-4	39-8	39-9	173-2	173-2	171-2	68.24	68.93	68.31
Sheet metal products.....	37-9	41-2	37-8	152-4	155-2	144-8	67.76	63.94	54.73
*Transportation equipment.....	39-7	41-0	39-4	163-7	164-0	158-4	64.99	67.24	62.41
Aircraft and parts.....	40-5	41-5	41-1	170-0	172-4	161-7	68.85	71.55	66.46
Motor vehicles.....	43-0	41-3	38-6	172-7	174-4	169-5	74.26	72.03	65.43
Motor vehicle parts and accessories.....	40-5	40-3	37-7	166-6	166-3	159-1	67.47	67.02	59.98
Railroad and rolling stock equipment.....	38-8	39-6	38-7	157-9	158-5	157-4	61.27	62.77	60.91
Shipbuilding and repairing.....	36-0	42-7	40-2	155-2	155-1	145-6	55.87	66.23	58.53
*Non-ferrous metal products.....	40-8	41-4	40-1	163-8	161-5	158-5	66.83	66.86	63.56
Aluminum products.....	40-2	40-9	38-8	147-4	146-3	146-4	59.25	59.84	56.80
Brass and copper products.....	41-1	41-7	39-1	150-5	152-3	145-1	61.86	63.51	56.73
Smelting and refining.....	41-2	41-4	41-2	177-5	173-6	173-3	73.13	71.87	71.40
*Electrical apparatus and supplies.....	39-1	40-9	38-6	148-1	148-7	145-6	57.91	60.82	56.20
Heavy electrical machinery and equipment.....	39-1	40-3	39-8	164-9	166-0	161-7	64.48	66.90	64.36
*Non-metallic mineral products.....	41-6	44-0	40-7	144-5	142-9	138-7	60.11	62.88	56.45
Clay products.....	42-6	45-0	42-1	136-0	132-6	130-7	57.94	59.67	55.02
Glass and glass products.....	41-2	43-1	40-8	144-3	141-3	134-5	59.45	60.90	54.88
Products of petroleum and coal.....	42-3	41-8	41-0	191-7	191-7	185-0	81.09	80.13	75.85
Chemical products.....	41-6	41-4	41-2	147-2	147-0	141-1	61.24	60.86	58.13
Medicinal and pharmaceutical preparations.....	40-8	40-9	40-9	121-5	121-8	116-1	49.57	49.82	47.48
Acids, alkalis and salts.....	44-2	42-1	41-4	169-4	168-9	160-4	74.87	71.11	66.41
Miscellaneous manufacturing industries.....	39-5	42-0	39-6	118-4	115-9	115-4	46.77	48.68	45.70
*Durable goods.....	39-8	41-5	39-1	153-0	152-5	150-1	60.89	63.29	58.69
Non-durable goods.....	39-1	41-0	37-8	132-3	130-0	129-1	51.73	53.30	48.80
Construction.....	35-3	40-6	35-1	148-9	147-5	142-2	52.56	59.89	52.02
Buildings and structures.....	34-5	40-5	33-7	161-8	159-5	163-3	55.82	64.60	55.03
Highways, bridges and streets.....	36-9	40-7	37-2	123-2	122-3	116-1	45.46	49.78	43.19
Electric and motor transportation.....	44-9	44-8	44-4	142-5	141-1	138-0	63.98	63.21	61.27
Service.....	40-0	41-0	40-6	84-9	84-8	82-0	33.96	34.77	33.29
Hotels and restaurants.....	40-9	41-4	41-5	85-0	84-9	82-2	34.77	35.15	34.11
Laundries and dry cleaning plants.....	38-8	41-0	39-6	80-1	80-4	77-2	31.08	32.96	30.57

\* Durable manufactured goods industries.



**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953	41.3	135.8	56.09	134.5	115.5	116.5
Week Preceding:						
January 1, 1954	41.0*	140.4	57.56*	138.0	115.7	119.3
February 1, 1954	40.7	140.4	57.14	137.0	115.7	118.4
March 1, 1954	41.1	140.6	57.79	138.6	115.5	120.0
April 1, 1954	40.9	141.0	57.67	138.3	115.6	119.6
May 1, 1954	40.6	141.8	57.57	138.0	115.5	119.5
June 1, 1954	39.8	142.2	56.60	135.7	116.1	116.9
July 1, 1954	40.5	141.6	57.35	137.5	116.2	118.3
August 1, 1954	40.7	140.9	57.35	137.5	117.0	117.5
September 1, 1954	40.9	139.5	57.06	136.8	116.8	117.1
October 1, 1954	41.3	139.7	57.70	138.3	116.8	118.4
November 1, 1954	41.3	140.5	58.03	139.1	116.8	119.1
December 1, 1954	41.2	141.2	58.17	139.5	116.6	119.6
January 1, 1955 (1)	41.3	142.8	58.98*	141.4	116.4	121.5

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1954 are 38.5 hours and \$54.05, January 1, 1955 are 39.4 hours and \$56.26.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICANTS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
March 1, 1949	10,187	13,544	23,731	209,866	51,898	261,764
March 1, 1950	9,614	11,429	21,043	300,352	75,646	375,998
March 1, 1951	24,550	13,118	37,668	232,385	64,312	296,697
March 1, 1952	15,129	10,209	25,338	285,454	85,487	370,941
March 1, 1953	13,604	13,799	27,403	331,618	72,065	403,683
March 1, 1954	9,014	10,176	19,190	457,029	105,622	562,651
April 1, 1954	11,434	12,293	23,727	466,120	101,933	568,053
May 1, 1954	14,942	15,335	30,277	378,873	86,818	465,691
June 1, 1954	14,284	15,790	30,074	287,848	76,782	314,630
July 1, 1954	13,251	14,417	27,668	201,931	81,112	283,043
August 1, 1954	12,113	12,913	25,026	181,457	77,396	258,853
September 1, 1954	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954	16,388	13,018	29,406	170,883	71,561	242,444
November 1, 1954	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954	16,104	10,504	26,608	255,811	85,229	341,040
January 1, 1955	8,420	7,776	16,196	371,959	93,805	465,764
February 1, 1955 (1)	8,276	8,604	16,880	483,380	117,651	601,031
March 1, 1955 (1)	9,154	9,509	18,663	510,551	118,035	628,586

\*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JANUARY 31, 1955**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				December 31, 1954	January 31, 1954
<b>Agriculture, Fishing, Trapping</b> .....	<b>175</b>	<b>133</b>	<b>311</b>	<b>+</b> 32	<b>—</b> 43
<b>Forestry</b> .....	<b>844</b>	<b>6</b>	<b>850</b>	<b>—</b> 33	<b>—</b> 371
<b>Mining, Quarrying and Oil Wells</b> .....	<b>282</b>	<b>47</b>	<b>329</b>	<b>+</b> 8	<b>—</b> 62
Metal Mining.....	172	8	180	+	52
Fuels.....	60	9	69	—	22
Non-Metal Mining.....	10	2	12	—	11
Quarrying, Clay and Sand Pits.....	1	1	2	—	0
Prospecting.....	39	27	66	—	11
<b>Manufacturing</b> .....	<b>2,864</b>	<b>1,837</b>	<b>4,641</b>	<b>+</b> 916	<b>—</b> 64
Foods and Beverages.....	125	80	205	+	47
Tobacco and Tobacco Products.....	5	4	9	—	211
Rubber Products.....	23	14	37	—	12
Leather Products.....	43	107	150	+	10
Textile Products (except clothing).....	43	111	159	+	48
Clothing (textile and fur).....	81	876	957	+	246
Wood Products.....	181	56	237	+	10
Paper Products.....	107	83	190	—	20
Printing, Publishing and Allied Industries.....	150	79	209	+	31
Iron and Steel Products.....	417	84	501	+	108
Transportation Equipment.....	910	74	984	+	485
Non-Ferrous Metal Products.....	86	51	137	+	49
Electrical Apparatus and Supplies.....	329	98	427	+	11
Non-Metallic Mineral Products.....	37	15	52	—	17
Products of Petroleum and Coal.....	83	11	94	+	68
Chemical Products.....	152	54	206	+	39
Miscellaneous Manufacturing Industries.....	47	40	87	+	24
<b>Construction</b> .....	<b>469</b>	<b>70</b>	<b>539</b>	<b>—1,078</b>	<b>+</b> 21
General Contractors.....	307	47	354	—1,097	+
Special Trade Contractors.....	162	23	185	+	19
<b>Transportation, Storage and Communication</b> .....	<b>442</b>	<b>175</b>	<b>617</b>	<b>—</b> 208	<b>—</b> 282
Transportation.....	371	69	440	—	263
Storage.....	20	11	31	+	17
Communication.....	51	95	146	+	38
<b>Public Utility Operation</b> .....	<b>52</b>	<b>30</b>	<b>82</b>	<b>+</b> 14	<b>—</b> 12
<b>Trade</b> .....	<b>1,385</b>	<b>1,219</b>	<b>2,604</b>	<b>+</b> 720	<b>—</b> 233
Wholesale.....	480	383	863	+	218
Retail.....	905	836	1,741	+	502
<b>Finance, Insurance and Real Estate</b> .....	<b>556</b>	<b>594</b>	<b>1,150</b>	<b>+</b> 174	<b>—</b> 268
<b>Service</b> .....	<b>1,440</b>	<b>4,260</b>	<b>5,700</b>	<b>—</b> 81	<b>—</b> 450
Community or Public Service.....	152	701	853	—	55
Government Service.....	632	358	990	+	72
Recreation Service.....	56	69	125	+	23
Business Service.....	421	263	684	+	108
Personal Service.....	179	2,869	3,048	—	229
<b>GRAND TOTAL</b> .....	<b>8,452</b>	<b>8,371</b>	<b>16,823</b>	<b>+</b> 464	<b>—</b> 1,764

Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT FEBRUARY 3, 1955 <sup>(1)</sup>**

(Source: Form U.I.C 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,637	535	2,172	6,311	1,329	7,640
Clerical workers.....	785	2,656	3,441	16,134	26,760	42,894
Sales workers.....	1,187	599	1,786	7,334	15,208	22,542
Personal and domestic service workers.....	259	3,278	3,537	39,619	22,416	62,035
Seamen.....				5,124	7	5,131
Agriculture and fishing.....	182	13	195	4,293	1,039	5,332
Skilled and semiskilled workers.....	2,760	1,233	3,993	230,332	26,750	257,082
Food and kindred products (inc. tobacco)...	19	2	21	2,680	691	3,371
Textiles, clothing, etc.....	89	925	1,014	5,159	16,626	21,785
Lumber and wood products.....	745	7	752	26,545	253	26,798
Pulp, paper (inc. printing).....	36	5	41	1,360	604	1,964
Leather and leather products.....	28	85	113	1,987	1,393	3,380
Stone, clay and glass products.....	4	5	9	957	79	1,036
Metalworking.....	368	28	396	24,725	1,717	26,442
Electrical.....	98	16	114	3,257	1,073	4,330
Transportation equipment.....	3	1	4	1,713	74	1,787
Mining.....	17		17	2,961		2,961
Construction.....	207		207	74,396	5	74,401
Transportation (except seamen).....	279	12	291	37,184	136	37,320
Communications and public utility.....	39		39	1,307	4	1,311
Trade and service.....	96	96	192	5,204	2,289	7,493
Other skilled and semiskilled.....	669	45	714	29,096	1,391	30,487
Foremen.....	30	5	35	4,924	398	5,322
Apprentices.....	33	1	34	6,877	17	6,894
Unskilled workers.....	1,466	290	1,756	174,233	24,142	198,375
Food and tobacco.....	40	27	67	7,364	6,732	14,096
Lumber and lumber products.....	249	11	260	18,483	426	18,909
Metalworking.....	55	5	60	10,508	852	11,360
Construction.....	256	2	258	88,177	39	88,216
Other unskilled workers.....	866	245	1,111	49,701	16,093	65,794
<b>GRAND TOTAL.....</b>	<b>8,276</b>	<b>8,601</b>	<b>16,880</b>	<b>483,380</b>	<b>117,651</b>	<b>601,031</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.



TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT FEBRUARY 3, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies(?)			Live Applications		
	(1) Feb. 3, 1955	Previous Month Dec. 30, 1954	Previous Year Feb. 4, 1954	(1) Feb. 3, 1955	Previous Month Dec. 30, 1954	Previous Year Feb. 4, 1954
<b>Newfoundland</b> .....	<b>230</b>	<b>223</b>	<b>113</b>	<b>17,827</b>	<b>11,876</b>	<b>19,108</b>
Corner Brook.....	12	4	.....	3,092	1,896	3,633
Grand Falls.....	.....	.....	.....	1,377	909	1,322
St. John's.....	218	219	113	13,358	9,071	14,153
<b>Prince Edward Island</b> .....	<b>138</b>	<b>55</b>	<b>110</b>	<b>3,839</b>	<b>2,797</b>	<b>3,960</b>
Charlottetown.....	128	44	69	2,459	1,664	2,508
Summerside.....	10	11	41	1,480	1,133	1,452
<b>Nova Scotia</b> .....	<b>893</b>	<b>772</b>	<b>855</b>	<b>27,610</b>	<b>19,281</b>	<b>24,019</b>
Amherst.....	11	5	5	1,035	836	923
Bridgewater.....	17	120	40	1,365	1,161	1,262
Halifax.....	731	508	653	5,183	4,016	4,622
Inverness.....	.....	.....	.....	978	614	809
Kentville.....	40	54	43	2,824	1,801	2,788
Liverpool.....	21	16	6	447	347	642
New Glasgow.....	18	13	56	4,406	3,544	2,929
Springhill.....	1	.....	5	562	530	643
Sydney.....	27	17	24	7,119	3,692	5,608
Truro.....	19	27	9	1,164	1,024	1,284
Yarmouth.....	8	12	14	2,527	1,716	2,509
<b>New Brunswick</b> .....	<b>532</b>	<b>1,647</b>	<b>1,036</b>	<b>27,980</b>	<b>19,328</b>	<b>27,608</b>
Bathurst.....	117	16	51	4,072	2,362	4,015
Campbellton.....	27	63	88	2,225	1,249	1,876
Edmundston.....	11	31	38	2,146	1,247	2,152
Fredericton.....	67	1,239	405	1,817	892	1,903
Minto.....	4	1	9	673	436	980
Moncton.....	138	129	192	7,919	5,652	7,193
Newcastle.....	11	.....	7	2,658	1,686	2,253
Saint John.....	125	159	198	3,054	3,134	3,435
St. Stephen.....	22	6	29	1,662	1,458	2,073
Sussex.....	9	2	11	513	402	449
Woodstock.....	1	1	8	1,241	810	1,279
<b>Quebec</b> .....	<b>4,316</b>	<b>4,184</b>	<b>4,826</b>	<b>188,575</b>	<b>143,892</b>	<b>177,206</b>
Asbestos.....	2	16	40	782	673	736
Beauharnois.....	24	1	5	1,182	989	1,195
Buckingham.....	2	58	5	1,047	832	1,217
Causapscal.....	40	40	18	2,275	988	1,840
Chandler.....	5	.....	27	2,231	1,267	2,158
Chicoutimi.....	66	121	119	2,018	1,285	2,139
Dolbeau.....	20	55	49	1,027	442	1,399
Drummondville.....	25	23	41	2,746	2,243	3,220
Farnham.....	50	9	30	1,214	1,190	859
Forestville.....	28	12	.....	1,381	520	955
Gaspé.....	5	2	15	1,579	897	1,557
Granby.....	29	22	16	2,395	2,858	2,192
Hull.....	22	27	30	3,876	2,861	3,900
Joliette.....	93	29	57	3,260	2,498	3,268
Jonquière.....	76	29	46	2,219	1,436	2,564
Lachute.....	3	.....	4	832	882	910
La Malbaie.....	.....	1	.....	2,114	1,306	1,929
La Tuque.....	34	125	108	1,039	915	795
Levis.....	42	57	92	5,414	4,189	4,114
Louiseville.....	22	21	9	1,100	755	1,093
Maniwaki.....	4	7	3	832	549	899
Matane.....	2	4	23	2,624	1,299	2,194
Megantic.....	89	5	1	1,088	786	1,182
Mont-Laurier.....	3	7	5	979	655	899
Montmagny.....	11	14	37	1,808	1,481	1,819
Montreal.....	2,096	1,817	2,449	67,363	54,176	58,893
New Richmond.....	3	42	3	1,936	1,212	1,712
Port Alfred.....	54	7	11	1,003	821	956
Quebec.....	336	305	478	16,214	12,514	14,789
Rimouski.....	16	13	15	3,662	2,076	3,762
Rivières du Loup.....	154	154	26	4,818	2,745	4,198
Roberval.....	60	245	31	873	486	930
Rouyn.....	88	78	43	1,744	1,459	2,298
Ste. Agathe.....	4	15	10	1,189	756	1,044
Ste. Anne de Bellevue.....	10	8	14	1,588	1,143	1,341
Ste. Therese.....	13	9	26	1,957	1,533	2,030
St. Georges Est.....	119	168	249	2,367	1,547	1,922
St. Hyacinthe.....	36	11	131	2,497	2,823	2,576
St. Jean.....	33	31	90	2,082	1,610	2,184
St. Jerome.....	18	15	22	1,922	1,583	2,068
St. Joseph d'Alma.....	11	12	18	2,034	1,226	2,644
Sept Îles.....	20	63	16	1,209	869	1,204
Shawinigan Falls.....	36	29	4	4,253	3,193	4,716
Sherbrooke.....	143	94	103	5,149	4,153	5,593
Sorel.....	29	15	26	3,648	3,070	2,468
Thetford Mines.....	31	69	31	1,671	1,239	1,799
Three Rivers.....	108	93	150	6,580	5,225	6,168

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT FEBRUARY 3, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(1)</sup>			Live Applications		
	(1) Feb. 3, 1955	Previous Month Dec. 30, 1954	Previous Year Feb. 4, 1954	(1) Feb. 3, 1955	Previous Month Dec. 30, 1954	Previous Year Feb. 4, 1954
<b>Quebec—Con.</b>						
Val d'Or.....	124	123	43	1,502	1,086	1,805
Valleyfield.....	29	42	31	2,146	1,817	2,462
Victoriaville.....	48	41	26	2,106	1,734	2,611
<b>Ontario.....</b>	<b>6,142</b>	<b>5,202</b>	<b>6,953</b>	<b>191,002</b>	<b>154,616</b>	<b>156,493</b>
Amnrior.....	15	4	10	530	415	423
Barrie.....	42	24	97	1,764	1,142	1,532
Belleville.....	28	14	26	1,813	1,284	1,710
Bracebridge.....	10	21	46	1,296	1,115	1,063
Brampton.....	14	3	21	792	555	596
Brantford.....	47	28	68	2,917	2,801	3,035
Brockville.....	7	9	17	779	601	533
Carleton Place.....				308	552	714
Chatham.....	16	20	54	2,879	2,453	2,176
Cobourg.....	5	1	4	852	665	618
Collingwood.....	17	6	20	1,119	934	830
Cornwall.....	42	39	71	3,069	2,260	3,626
Fort Erie.....	5	2	12	778	666	621
Fort Frances.....	4	7	11	636	556	555
Fort William.....	84	85	5	2,795	2,319	2,532
Galt.....	41	46	38	1,564	1,696	1,470
Gananoque.....	25		76	402	260	395
Goderich.....	16	5	20	688	582	620
Guelph.....	50	47	87	2,220	1,658	1,966
Hamilton.....	428	477	300	15,724	12,954	13,086
Hawkesbury.....	7	5	18	1,107	844	1,022
Ingersoll.....	11	8	18	661	676	627
Kapuskasing.....	16	17	89	831	845	718
Kenora.....	12	2	25	684	556	630
Kingston.....	112	89	80	1,586	1,091	1,895
Kirkland Lake.....	18	18	28	1,302	979	1,318
Kitchener.....	44	53	162	3,237	3,479	2,954
Leamington.....	6	5	14	1,267	1,022	831
Lindsay.....	39	27	23	1,078	801	868
Listowel.....	5	11	5	507	385	493
London.....	275	283	431	5,666	5,610	4,210
Midland.....	9	4	17	1,746	1,467	1,426
Napanee.....	7	4	9	819	574	815
New Toronto.....	55	72	72	3,433	2,351	2,213
Niagara Falls.....	38	40	27	2,958	2,627	2,113
North Bay.....	28	40	56	1,898	1,566	1,757
Oakville.....	591	36	261	794	626	592
Orillia.....	13	11	19	1,206	1,012	1,140
Oshawa.....	54	106	105	3,675	3,047	3,617
Ottawa.....	899	603	622	5,628	3,969	4,875
Owen Sound.....	33	25	67	2,481	1,903	2,315
Parry Sound.....	3	1		650	524	603
Pembroke.....	68	68	54	1,664	1,303	1,436
Perth.....	26	16	14	689	529	657
Peterborough.....	28	19	38	3,499	2,556	2,571
Pictou.....	3	1	4	704	630	669
Port Arthur.....	106	103	82	4,070	3,410	3,551
Port Colborne.....	1	2	15	1,009	886	830
Prescott.....	11	32	7	931	786	864
Renfrew.....	8	11	2	823	607	921
St. Catharines.....	106	88	89	3,863	3,740	3,729
St. Thomas.....	43	243	65	1,050	1,406	910
Sarnia.....	59	36	38	2,992	2,632	2,512
Sault Ste. Marie.....	71	61	130	3,625	3,250	3,360
Simcoe.....	16	9	12	1,183	810	1,178
Sioux Lookout.....	15	23	9	256	179	234
Smiths Falls.....	7	3	6	528	425	571
Stratford.....	31	13	24	1,253	1,122	1,010
Sturgeon Falls.....		2	13	1,166	1,009	1,085
Sudbury.....	87	74	254	4,476	3,044	4,252
Timmins.....	42	36	65	1,901	1,645	2,112
Toronto.....	1,856	1,678	2,509	48,230	34,334	34,993
Trenton.....	29	34	40	1,120	1,130	1,297
Walkerton.....	6	8	20	934	716	689
Wallaceburg.....	3	4	9	838	845	746
Welland.....	6	10	219	2,719	2,737	4,980
Weston.....	172	182	41	1,842	1,220	1,223
Windsor.....	160	141	45	12,574	11,550	4,601
Woodstock.....	11	7	18	804	693	789
<b>Manitoba.....</b>	<b>1,177</b>	<b>1,071</b>	<b>1,354</b>	<b>28,843</b>	<b>22,390</b>	<b>26,257</b>
Brandon.....	121	111	145	2,392	1,697	1,940
Dauphin.....	13	6	7	1,454	1,064	1,230
Flin Flon.....	21	26	31	262	280	262
Portage la Prairie.....	19	20	35	1,230	630	1,268
The Pas.....	5	1	18	183	148	171
Winnipeg.....	998	907	1,118	23,322	18,262	21,396

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT FEBRUARY 3, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Feb. 3, 1955	Dec. 30, 1954	Feb. 4, 1954	Feb. 3, 1955	Dec. 30, 1954	Feb. 4, 1954
<b>Saskatchewan</b> .....	<b>512</b>	<b>548</b>	<b>882</b>	<b>20,989</b>	<b>15,417</b>	<b>16,180</b>
Estevan.....	14	27	16	434	327	374
Moose Jaw.....	63	74	124	1,903	1,407	1,577
North Battleford.....	28	18	28	1,745	1,167	1,470
Prince Albert.....	14	19	42	2,539	1,875	1,906
Regina.....	180	115	296	5,176	4,007	3,477
Saskatoon.....	112	195	212	4,647	3,379	3,848
Swift Current.....	28	23	69	1,191	821	1,015
Weyburn.....	41	43	53	823	404	420
Yorkton.....	32	34	42	2,833	2,030	2,093
<b>Alberta</b> .....	<b>1,622</b>	<b>1,428</b>	<b>1,515</b>	<b>30,105</b>	<b>20,563</b>	<b>27,315</b>
Blairmore.....	9	8	26	512	483	427
Calgary.....	724	630	496	8,395	6,105	8,591
Drumheller.....	8	13	9	454	305	332
Edmonton.....	668	600	672	14,064	8,889	12,104
Edson.....	40	45	96	382	290	266
Lethbridge.....	75	56	90	3,243	2,301	3,225
Medicine Hat.....	41	21	50	1,700	1,329	1,286
Red Deer.....	48	49	57	1,276	795	993
Yellowknife.....	9	6	19	79	66	91
<b>British Columbia</b> .....	<b>1,318</b>	<b>1,066</b>	<b>1,283</b>	<b>64,161</b>	<b>55,604</b>	<b>75,632</b>
Chilliwack.....	20	23	35	2,179	1,690	2,253
Courtenay.....	9	7	14	1,723	1,703	2,269
Cranbrook.....	23	5	5	1,086	745	1,465
Dawson Creek.....	12	13	10	464	445	438
Duncan.....	25	4	27	923	1,055	1,596
Kamloops.....	50	47	34	1,138	829	1,349
Kelowna.....	9	6	4	1,128	1,052	1,739
Mission City.....	13	9	16	1,595	1,408	2,041
Nanaimo.....	17	8	53	1,647	2,186	2,924
Nelson.....	18	12	8	1,500	1,155	1,933
New Westminster.....	126	81	84	7,100	6,081	9,139
Penticton.....	6	1	8	1,539	1,190	1,782
Port Alberni.....	9	9	10	490	782	1,209
Prince George.....	98	39	41	1,437	2,026	1,794
Prince Rupert.....	28	50	25	1,576	1,261	1,540
Princeton.....	2	1	.....	376	240	507
Trail.....	9	20	9	1,124	890	1,632
Vancouver.....	677	544	750	30,850	25,837	32,603
Vernon.....	5	6	5	1,854	1,515	2,452
Victoria.....	142	158	118	3,895	3,092	4,576
Whitehorse.....	20	23	27	537	422	391
<b>Canada</b> .....	<b>16,880</b>	<b>16,196</b>	<b>18,927</b>	<b>601,031</b>	<b>465,764</b>	<b>553,778</b>
Males.....	8,276	8,420	9,193	483,390	371,959	449,122
Females.....	8,604	7,776	9,734	117,651	93,805	104,656

1 Preliminary subject to revision.  
2 Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1950—1955

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950.....	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,589	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1954 (1 Month).....	50,948	31,120	19,828	4,713	16,418	15,592	9,288	4,957
1955 (1 Month).....	43,149	25,607	17,542	4,131	11,200	14,745	8,090	4,983



## E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING REGULAR BENEFIT, NUMBER OF DAYS AND AMOUNT OF BENEFIT PAID**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Number Receiving Benefit in Last Week of the Month*	Month of January, 1955		
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid
Newfoundland.....	10,978	4,993	181,819 (351)	\$ 634,760
Prince Edward Island.....	2,392	1,020	47,389 (300)	141,922
Nova Scotia.....	17,258	7,756	345,506 (3,300)	1,125,870
New Brunswick.....	17,731	8,459	340,488 (2,171)	1,082,845
Quebec.....	123,020	67,527	2,557,951 (30,156)	8,022,387
Ontario.....	119,699	64,470	2,662,930 (25,743)	8,484,603
Manitoba.....	20,267	10,575	411,491 (5,012)	1,278,669
Saskatchewan.....	13,504	7,641	306,113 (2,000)	972,842
Alberta.....	18,813	11,313	402,620 (3,513)	1,308,631
British Columbia.....	44,262	22,573	963,260 (8,083)	3,097,274
Total, Canada, January 1955.....	387,924	206,327	8,219,567 (80,629)	26,149,803
Total, Canada, December 1954.....	271,707	164,660	6,190,206 (80,581)	19,428,206
Total, Canada, January 1954.....	351,173	197,702	7,563,898 (58,749)	23,947,213

\* Week containing last day of the month.

**TABLE E-2.—ORDINARY AND SUPPLEMENTARY BENEFIT CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT JANUARY 31, 1955, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES\* INCLUDED IN TOTAL**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register							January 31, 1954 Total
	Total	6 and less	7-12	13-24	25-48	49-72	73 and over	
Newfoundland.....	15,791 (21)	3,862	2,799	2,548	3,919	1,532	1,131	17,258 (36)
Male.....	15,348 (21)	3,776	2,728	2,461	3,850	1,489	1,044	16,773 (36)
Female.....	443 (—)	86	71	87	69	43	87	485 (—)
Prince Edward Island.....	3,610 (14)	537	595	678	1,077	421	302	3,536 (13)
Male.....	3,090 (13)	471	496	579	941	372	231	3,015 (7)
Female.....	520 (1)	66	99	99	136	49	71	521 (6)
Nova Scotia.....	23,617 (134)	4,781	2,828	4,057	5,609	2,483	3,856	22,512 (190)
Male.....	20,852 (114)	4,197	2,485	3,526	5,157	2,244	3,243	19,941 (167)
Female.....	2,765 (20)	587	343	531	452	239	613	2,571 (23)
New Brunswick.....	25,708 (105)	5,119	4,133	4,249	6,286	3,014	2,907	24,937 (83)
Male.....	21,970 (90)	4,473	3,677	3,644	5,489	2,561	2,126	21,703 (71)
Female.....	3,738 (15)	646	456	605	797	453	781	3,234 (12)
Quebec.....	172,386 (1,394)	37,894	20,093	28,380	42,555	17,376	26,088	162,367 (1,055)
Male.....	142,430 (943)	32,034	16,931	23,898	36,416	14,400	18,751	133,793 (726)
Female.....	29,956 (451)	5,860	3,162	4,482	6,139	2,976	7,337	28,574 (329)
Ontario.....	169,952 (1,274)	34,671	18,863	27,507	40,496	17,681	30,734	135,801 (833)
Male.....	135,861 (955)	27,852	15,221	21,996	33,587	14,132	23,073	109,069 (632)
Female.....	34,091 (319)	6,819	3,642	5,511	6,909	3,549	7,661	26,732 (201)
Manitoba.....	27,669 (230)	5,841	2,765	4,195	7,131	3,523	4,214	24,790 (159)
Male.....	21,447 (167)	4,349	2,202	3,165	5,884	2,888	2,959	19,553 (117)
Female.....	6,222 (63)	1,492	563	1,030	1,247	635	1,255	5,237 (42)
Saskatchewan.....	19,090 (93)	3,099	2,508	3,380	6,065	2,406	1,632	14,419 (73)
Male.....	16,284 (79)	2,528	2,116	2,803	5,519	2,112	1,206	12,453 (60)
Female.....	2,806 (14)	571	392	577	546	294	426	1,966 (13)
Alberta.....	27,264 (125)	6,236	3,317	4,863	7,047	2,995	2,806	25,266 (91)
Male.....	23,120 (105)	5,193	2,832	4,165	6,399	2,515	2,016	21,930 (83)
Female.....	4,144 (20)	1,043	485	698	648	480	790	3,336 (8)
British Columbia.....	58,279 (311)	9,466	6,122	10,938	15,523	7,148	9,082	63,945 (287)
Male.....	46,618 (264)	7,501	5,022	8,667	12,837	5,894	6,697	53,599 (241)
Female.....	11,661 (67)	1,965	1,100	2,271	2,686	1,254	2,385	10,346 (46)
CANADA.....	543,366 (3,701)	111,509	64,023	90,795	135,708	58,579	82,752	494,831 (2,820)
MALE.....	447,020 (2,741)	92,374	53,710	74,904	116,079	48,607	61,346	411,829 (2,140)
FEMALE.....	96,346 (960)	19,135	10,313	15,891	19,629	9,972	21,406	83,002 (680)

\* Shown in brackets. The count of disability cases for 1954 represents all registers flagged as disability cases on that day, including short-time and temporary lay-off claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, JANUARY 1955**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Office			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	9,136	7,589	1,547	7,800	5,382	2,418	4,774
Prince Edward Island.....	1,829	1,570	259	1,782	1,139	643	530
Nova Scotia.....	16,635	12,811	3,824	15,917	11,121	4,796	5,089
New Brunswick.....	14,847	12,317	2,530	13,398	8,004	5,394	5,241
Quebec.....	94,416	70,962	23,454	101,812	70,671	31,141	28,098
Ontario.....	98,436	72,976	25,460	104,516	73,879	30,637	24,587
Manitoba.....	14,001	11,201	2,800	15,049	9,965	5,084	2,478
Saskatchewan.....	10,122	8,383	1,739	10,473	6,791	3,682	2,749
Alberta.....	17,482	13,113	4,369	17,665	12,199	5,466	4,475
British Columbia.....	33,095	25,045	8,050	36,561	24,818	11,743	6,072
Total Canada, January 1955.....	309,999*	235,967†	74,032	324,973†	223,969	101,004	84,093
Total Canada, December 1954.....	310,490	211,159	99,331	260,174	199,723	60,451	99,067
Total Canada, January 1954.....	292,623	224,354†	68,269	304,786	225,928	78,958	87,982

\* In addition, revised claims received numbered 31,633. †Initial claims considered for supplementary benefit, Table E-5, are included here. In addition 30,012 revised claims were disposed of. Of these, 2,759 were special requests not granted, and 929 were appeals by claimants. There were 4,960 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month	Total	Employed	Claimants*
1953—December.....	3,276,000	3,037,500	238,500
1954—January.....	3,328,000	2,937,000	391,000†
February.....	3,339,000	2,844,200	494,800†
March.....	3,342,000	2,829,400	512,600†
April.....	3,317,000	2,805,300	511,700†
May.....	3,181,000	2,822,600	358,400
June.....	3,150,000	2,902,200	247,800
July.....	3,180,000	2,980,500	199,500
August.....	3,190,000	3,001,100	188,900
September.....	3,206,000	3,014,700	191,300
October.....	3,219,000	3,031,300	187,700
November.....	3,216,000	3,006,900	209,100
December.....	3,275,000	3,000,500	274,500

\* Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.

**TABLE E-5.—CLAIMS FOR SUPPLEMENTARY BENEFIT, JANUARY, 1955**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit			
Newfoundland.....	2,037	1,067	970	719	6,482 (—)	\$ 17,336
Prince Edward Island.....	597	423	174	335	3,743 (18)	8,870
Nova Scotia.....	4,233	3,015	1,218	2,872	37,889 (130)	104,389
New Brunswick.....	4,885	3,381	1,504	2,822	33,145 (29)	86,028
Quebec.....	26,930	18,935	7,995	18,607	247,049 (624)	634,295
Ontario.....	27,249	20,080	7,169	21,009	286,023 (793)	779,678
Manitoba.....	4,600	3,356	1,244	4,127	55,020 (215)	148,618
Saskatchewan.....	3,291	2,116	1,175	2,110	27,547 (84)	74,785
Alberta.....	4,643	3,065	1,588	3,015	38,309 (182)	109,255
British Columbia.....	10,221	6,689	3,532	6,911	91,967 (208)	259,375
Total, January, 1955.....	88,086*	62,097	26,589	62,587	827,154 (2,283)	2,222,609
Total, January, 1954.....	67,528†	46,536	20,992	44,152	558,614 (1,396)	1,202,732

\* There were, in addition, 1,032 renewal claims in January, 1955, and 556 in January, 1954.

† Includes 452 renewal claims in January, 1955, and 83 in January, 1954.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commod- ities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—December.....	115.8	112.1	125.2	110.2	117.4	116.3
Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—January.....	115.7	111.6	125.4	110.1	117.5	116.4
February.....	115.7	111.7	125.4	110.0	117.5	116.5
March.....	115.5	110.7	125.6	109.8	117.6	116.6
April.....	115.6	110.4	125.6	109.9	118.1	117.2
May.....	115.5	110.2	125.8	109.9	117.3	117.5
June.....	116.1	112.0	128.4	109.7	117.1	117.5
July.....	116.2	112.1	128.6	109.6	117.2	117.6
August.....	117.0	114.4	127.0	109.6	117.2	117.7
September.....	116.8	113.8	127.2	109.5	117.2	117.6
October.....	116.8	113.8	127.4	108.4	117.3	117.9
November.....	116.8	113.4	127.9	108.2	117.2	118.2
December.....	116.6	112.6	128.2	108.1	117.1	118.2
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF FEBRUARY, 1955**

(1949 = 100)

Source: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
	Feb. 1st, 1954	Jan. 3rd, 1955	Feb. 1st, 1955					
(1) St. John's, Nfld.....	102.4	102.6	102.7	101.4	108.0	101.6	100.8	103.6
Halifax.....	113.8	114.3	114.6	106.8	123.3	114.6	118.9	118.5
Saint John.....	115.8	117.4	117.6	112.6	124.8	116.5	116.4	123.8
Montreal.....	116.8	117.1	117.1	115.4	134.4	107.2	115.8	116.9
Ottawa.....	115.5	117.0	117.0	111.0	132.2	111.3	116.7	119.8
Toronto.....	117.6	118.9	118.7	109.6	145.6	110.3	116.2	119.4
Winnipeg.....	115.0	115.5	115.4	110.5	125.7	112.7	113.5	118.0
Saskatoon—Regina.....	113.5	113.9	113.8	109.7	115.6	114.9	117.9	113.2
Edmonton—Calgary.....	114.3	114.6	114.5	109.4	121.0	112.6	115.7	118.5
Vancouver.....	116.4	118.4	118.3	111.6	126.1	112.6	125.4	122.4

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY AND FEBRUARY 1954, 1955†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1955*						
January.....	16‡	16	11,106‡	11,106	218,145	0.26
February.....	4	11	90	2,587	20,055	0.02
Cumulative totals.....	20		11,196		238,200	0.14
1954*						
January.....	24‡	24	10,619‡	10,619	156,969	0.19
February.....	7	17	749	4,631	52,270	0.06
Cumulative totals.....	31		11,368		209,239	0.13

\* Preliminary figures.

‡ Strikes untermiated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY 1955 <sup>(1)</sup>

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			

Strikes and Lockouts in Progress Prior to February 1955

<b>MANUFACTURING—</b>					
<i>Boots and Shoes (Leather)—</i> Shoe factory workers, Quebec, Que.	1	207	825	Jan. 25	For a new agreement providing for prevailing rates for all classifications, closed shop and other changes; concluded February 4; return of workers pending further negotiations; indefinite.
		(3)			
<i>Metal Products—</i> Plumbing and heating equipment factory workers, Toronto, Ont.	2	736	5,800	Oct. 21, 1954	For a new agreement providing for increased wages, following reference to conciliation board; concluded February 10; negotiations; compromise.
Radio parts factory workers, Toronto, Ont.	1	85	1,200	Nov. 1, 1954	For implementation of award of conciliation board for increased wages in new agreement under negotiations; employment conditions no longer affected by Feb. 22-55; indefinite.
		(4)			
<i>Shipbuilding—</i> Electricians, North Vancouver, B.C.	1	94	1,880	Jan. 13	For a greater increase in wages than recommended by conciliation board and double time for all overtime in new agreement under negotiations; unconcluded.
<i>Miscellaneous—</i> Linoleum factory workers, Montreal and Farnham, Que.	2	1,358	9,500	Nov. 16, 1954	For new agreements providing for increased wages, following reference to arbitration boards; concluded February 9; conciliation; compromise.
<b>CONSTRUCTION—</b>					
<i>Buildings and Structures—</i> Carpenters and electricians, Hamilton, Ont.	1	12	130	Dec. 23, 1954	For a union agreement and protesting employment of labourers to erect concrete forms; concluded February 15; replacement; in favour of employer.
<i>Highway—</i> Labourers, South Burnaby, B.C.	1	5	10	Jan. 21	For payment of building construction rate instead of road construction rate; concluded February 2; negotiations; in favour of employer.

Strikes and Lockouts Commencing During February 1955

<b>MANUFACTURING—</b>					
<i>Miscellaneous Wood Products—</i> Lumber mill workers, Roberval, Que.	1	58	550	Feb. 17	For a new agreement providing for increased wages, union security and changes in working conditions, following reference to arbitration board; unconcluded.
<b>CONSTRUCTION—</b>					
<i>Buildings and Structures—</i> Steel erectors, Toronto, Ont.	1	12	84	Feb. 18	For closed shop union agreement; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY 1955 <sup>(1)</sup>

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			

Strikes and Lockouts Commencing During February 1955—Concluded					
TRANSPORTATION AND PUBLIC UTILITIES— <i>Other Local and Highway—</i> Truck drivers, London, Ont.	1	6	6	Feb. 23	Dispute over work available for one driver; concluded February 23; return of workers; in favour of employer.
<i>Miscellaneous—</i> Radio station employees, Quebec, Que.	1	14	70	Feb. 23	For a union agreement providing for increased wages, union shop and seniority, following reference to arbitration board; un- concluded.

<sup>(1)</sup> Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

<sup>(2)</sup> In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

<sup>(3)</sup> 205 indirectly affected; <sup>(4)</sup> 755 indirectly affected.



## H—Industrial Accidents

**TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1954 BY GROUPS OF INDUSTRIES AND CAUSES**

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada"

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													
Struck by.....	6	32		17	10	23	2	11	4		1		106
(a) Tools, machinery, cranes, etc.....	1	3		1	1	3							9
(b) Moving vehicles.....	1	1		4	2	11		8	3		1		31
(c) Other objects.....	4	28		12	7	9	2	3	1				66
Caught In, On or Between Machinery, Vehicles, etc..	2	1		5	3	2		7	1		1		22
Collisions, Derailments, Wrecks, etc.....	15	7	10	13	15	13		17	7		7		104
Falls and Slips.....	3	7	2	4	5	20	2	6	2		8		59
(a) Falls on same level.....		1	1		2			1	1				5
(b) Falls to different levels.....	3	6	1	4	3	20	2	6	1		8		54
Conflagrations, Temperature Extremes and Explosions.....	3	1		10	9			6					29
Inhalation, Absorptions, Asphyxiation, etc.....				8	6	1			1				16
Electric Current.....				1	4	3	2	2					12
Over-exertion and Industrial Diseases.....	1			1	2	3		3			5		15
Miscellaneous Accidents.....		1	1			2							4
Total, Fourth Quarter—1954	30	49	13	59	54	67	6	52	15		22		367
Total, Fourth Quarter—1953	23	37	8	45	65	68	6	47	18	4	14		335

**TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1954**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....		1	1	1	6	9	2	1	7	2		30
Logging.....				3	10	9			1	26		49
Fishing and Trapping.....					1	1				7		13
Mining and Quarrying.....	1		11	3	5	12		4	10	13		59
Manufacturing.....	2		5	2	8	25	1		3	8		54
Construction.....			6		21	12	7	2	13	6		67
Electricity, Gas, Water Production and Supply.....			1		1	2			2			6
Transportation, Storage and Communications.....			1	2	12	16	2	4	4	10	1	52
Trade.....				1	5	6	1			2		15
Finance.....					3	9	1	2	1	3	3	22
Service.....												
Unclassified.....												
Total.....	3	1	29	12	72	101	14	13	41	77	4	367